

**REPORTS**  
**of the**  
**TOWN OFFICERS**  
**of the**  
**TOWN OF EASTHAM**  
**for the year**  
**2015**



# TOWN OF EASTHAM

INCORPORATED IN 1651

Population 2015 Town Census 5,002

## ELECTED OFFICIALS

### SENATORS IN CONGRESS

Edward Markey	2020
Elizabeth Warren	2018

### REPRESENTATIVES IN CONGRESS – Ninth Congressional District

William Keating	2016
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### STATE SENATOR – Cape and Islands District

Daniel Wolf	2016
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### REPRESENTATIVES IN GENERAL COURT – Fourth Barnstable District

Sarah Peake	2016
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### COUNTY COMMISSIONERS

Leo Cakounes	2018
Mary Pat Flynn	2017
Sheila Lyons	2017

### BARNSTABLE COUNTY ASSEMBLY OF DELEGATES

Teresa Martin	2016
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### MODERATOR

Steven Cole	2017
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### BOARD OF SELECTMEN

Wallace F. Adams II	2016
Linda Burt, Clerk	2017
Elizabeth Gawron, Chair	2017
John F. Knight, Vice-Chair	2016
William O'Shea	2018

### TOWN CLERK

Susanne Fischer	2017
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### LIBRARY TRUSTEES

Edmond Harnett	2017
Sharon Krause	2016
Norma P. Marcellino	2016
David Payor, Chair	2018
Mary Shaw	2017

**HOUSING AUTHORITY**

Edward Brookshire, Governor's Appointee, Chair	2016
Gerald Cerasale	2018
James McMakin	2016
Mary Beth O'Shea	2017
Lisa Radke	2019

**ELEMENTARY SCHOOL COMMITTEE**

Ann Crozier	2016
Amy Handel	2016
Joanne Irish	2017
Judy Lindahl	2017
Mary Louise Sette	2018

**NAUSET REGIONAL SCHOOL COMMITTEE**

Sarah Blackwell	2018
Edward Brookshire	2016

## APPOINTED OFFICIALS

### AFFORDABLE HOUSING TRUST

William Burt, Clerk	2017
John F. Knight	2016
James McMakin	2017
Eileen Morgan, Chair	2017
Robert Sheldon	2016
Peter Wade	2016

### ANIMAL ADVISORY COMMITTEE

Joanne Baldauf, Clerk	2018
Martin Haspel, Chair	2016
Kerry Ann Reid, Vice-Chair	2017

### BARNSTABLE COUNTY HOME CONSORTIUM ADVISORY COUNCIL

Paul Lagg	2017
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### BARNSTABLE COUNTY HUMAN RIGHTS COMMITTEE

David Schropfer	INDEF.
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### BOARD OF ASSESSORS

Joanna Buffington	2017
Maureen Fagan, Vice Chair	2018
Denise Kopasz, <i>Alternate</i>	2017
Alfred Sette, Chair	2017

### BOARD OF CEMETERY COMMISSIONERS

Robert Carlson	2017
Terri Rae Smith	2018
Roger Thurston	2016

### BOARD OF HEALTH

Vicky Anderson	2016
Dr. Joanna Buffington	2018
Dr. Martin Haspel, Chair	2016
Ellen Lariviere	2018
Glenn Olson	2016

### BOARD OF HIGHWAY SURVEYORS

Wallace F. Adams II	2016
Linda S. Burt	2017
Elizabeth Gawron	2017
John F. Knight	2016
William O'Shea	2018

### 1651 FOREST ADVISORY COMMITTEE

Deborah Abbott	2018
Steven Gulrich, Chair	2016
Michael Harnett	2018
Steven LaBranche	2017
Henry Lind	2017

**TOWN OF ORLEANS WATER QUALITY ADVISORY BOARD**

Eastham Representative, Sandy Bayne

INDEF.

Eastham Representative, Alternate, Charles Harris

INDEF.

**BOARD OF REGISTRARS**

Maureen Andujar

2017

Audrey Bohannon

2016

Veronica Brocklebank, Chair

2018

Ann Crozier

2018

Susanne Fischer

INDEF.

Cindy Nicholson

2016

Cathy Thomas

2017

**BIKEWAYS COMMITTEE**

Sherida Cocchiola

2016

David Crary

2015

Michael Fontanarosa

2015

Michael Harnett

2015

Mary Beth O'Shea

2015

Paul Schofield, Chair

2015

**CAPE & VINEYARD ELECTRIC UTILITY COOPERATIVE**

Joseph Bayne

INDEF.

**CAPE COD COMMISSION**

Joyce Brookshire

2018

**CAPE COD COMMISSION:****REGIONAL BIKEWAYS AND PEDESTRIAN COMMITTEE**

Neil Andres

INDEF.

**CAPE COD NATIONAL SEASHORE ADVISORY COMMITTEE**Nat Goddard, *Alternate*

2015

Donald Nuendel, Principal

2017

**CAPE COD REGIONAL TECHNICAL HIGH SCHOOL**

Glenn Olson

2016

Bernard Richardson

2017

**CAPE COD REGIONAL TRANSPORTATION COMMISSION**

Sheila Vanderhoef

INDEF.

**CAPE COD WATER PROTECTION COLLABORATIVE**

Jane Crowley

2016

**CAPE LIGHT COMPACT**

Fred Fenlon

2017

## **CAPITAL PROJECTS COMMITTEE**

### **Library:**

Aimee Eckman, Finance Committee	INDEF.
Elizabeth Gawron, Board of Selectmen	INDEF.
Sheila Vanderhoef, Town Administrator	INDEF.

### **Rock Harbor:**

Wallace Adams II, Board of Selectmen	INDEF.
Michael Hackworth, Finance Committee	INDEF.
Sheila Vanderhoef, Town Administrator	INDEF.

### **Municipal Water:**

Fred Guidi, Finance Committee	INDEF.
John Knight, Board of Selectmen	INDEF.
Sheila Vanderhoef, Town Administrator	INDEF.

## **COMMUNITY PRESERVATION COMMITTEE**

James Baughman	2016
Edward Brookshire	2016
L. Michael Hager	2017
Josiah Holden Camp, Jr., Vice-Chair	2018
Edmund Casarella	2017
Daniel Coppelman	2016
Eileen Morgan	2017
Judith Poulin	2015
Peter Wade, Chair	2018

## **CONSERVATION COMMISSION**

James Baughman	2017
Alexander Cestaro	2018
Thomas Durkin	2016
Sheila Filipowski	2018
Michael Harnett, Chair	2018
Steven Kleinberg	2016
Steven LaBranche	2017
Stephen Smith	2015
Mary Zdanowicz	2015

## **COUNCIL ON AGING**

Elizabeth Beard, Chair	2018
Lucile Cashin	2017
Carol DiBona, Vice-Chair	2016
Dolores Higgins	2016
Margaret Lynn	2018
Theresa McApline	2015
Richard Ramon	2017
Mary Sullivan	2015
Patricia Unish	2017
Stephanie Whalen	2016

**CULTURAL COUNCIL**

Elizabeth Barlow	2018
Anthony Cantore	2017
Felice Coral, Clerk	2018
Stanley Holt	2015
Ginger Kimler	2016
Brian LaValley, Chair	2016
Kathleen Masterson	2017
Peter Milsky	2018
Elizabeth Putnam	2015
Johanna Schneider	2017

**ELECTRONIC VOTING COMMITTEE**

Arthur Autorino, Chair	2016
Jessica Dill, Clerk	2016
Peter Lancellotti	2016
Teresa Martin	2016
Edward Schneiderhan	2015

**FINANCE COMMITTEE**

Arthur Autorino, Vice-Chair	2016
Judith Cannon	2017
Gerald Cerasale	2018
Brian Eastman, Clerk	2015
Aimee Eckman	2016
Russ French, Chair	2016
Fred Guidi, Clerk	2017
Michael Hackworth, Chair	2017
John Knox	2018
William O'Shea	2015
Peter Wade	2018

**HISTORICAL COMMISSION**

J. Holden Camp, Jr., Chair	2018
Frank Crozier	2015
Marie Forjan, Clerk	2018
Elizabeth Sandler	2018
Kathryn Sette , Vice-Chair	2018
Terri Rae Smith	2016
Joan Sullivan	2017
Leon Verrone	2017

**HUMAN SERVICES ADVISORY BOARD**

Kate Berg	2017
Marcia Bromley	2018
Susan Canavari, Chair	2017
Felice Coral	2017
Judy Izikewicz	2015
Carl Lipton	2015
Elaine Lipton	2015
Joan Matern	2016
Margaret Phillips	2016
Dilys Smith	2017



**OLD TOWN CENTRE HISTORIC DISTRICT COMMISSION**

Katherine Alpert	2015
Karen Boucher	2016
Sherida Cocchiola, <i>Alternate</i>	2018
Jane Fischer, Chair	2018
Mark Murzyn	2017
Mary Nicolini	2015
Gail O'Keefe-Edsen, Clerk	2018
Leon Verrone	2015

**OPEN SPACE COMMITTEE**

Karen G. Baker	2016
Robert Cook	2015
Robert Gurney, Chair	2015
Michael Harnett	2018
Robert M. Jacovino	2015
Stephen Smith	2015
Peter Wade	2018

**PLANNING BOARD**

Arthur Autorino	2017
Daniel Coppelman, Chair	2018
Richard Dill, Alternate	2017
Craig Nightingale	2017
Robert Smith	2015
Mark Stahl	2017
Leon Verrone, Alternate	2015
Dwight Woodson	2018

**RECREATION COMMISSION**

Edmund Casserella, Chair	2017
Sherida Cocchiola, <i>Alternate</i>	2016
Edward Jordan, Recording Secretary	2016
Robert A. LaBranche, Jr.	2018
Brent Warren	2016

**RECYCLING COMMITTEE**

Andrea Aldana	2015
Fred W. Guidi	2018
Joyce Ikonnikow	2016
Lian Smith, Chair	2015

**SEARCH COMMITTEE**

Judith Cannon	2017
Jessica Dill, Chair	2017
Gloria Schropfer	2016
Dilys Jones Smith	2018
Robert Smith	2015

## **VISITORS TOURISM & PROMOTION SERVICES BOARD**

Prudence Kerry, Chair	2016
Jim Russo	2016
Edward Atwood	2017
Bonnie Nuendel	2018
Barbara Komins	2018

## **WATER MANAGEMENT COMMITTEE**

Adele Blong	2017
Marcel Boelitz	2015
James Duarte	2017
Roger Dumas	2015
Mike Guzowski	2017
Charles Harris, Chair	2018
Scott Lewis	2018
William Nugent	2015
Janet Sisterson	2016

## **ZONING BOARD OF APPEALS**

George Reinhart	2018
Edward Schneiderhan, Vice-Chair	2018
Robert Sheldon, Chair	2016
Joanne Verlinden, Clerk	2016
Stephen Wasby, <i>Alternate</i>	2018
John Zazzaro,	2017

## **RESIGNATIONS 2015**

Bonnie Cormier	Cemetery Commission
Francis Crozier III	Eastham Historical Commission
Robert Jacovino	Open Space Committee
Beverly Knox	Board of Health
Carl Lipton	Human Services Advisory Committee
Doreen Mayor	Board of Assessors
Mary Nicolini	Old Town Centre Historic District Commission
Mary Beth O'Shea	Bikeways Committee
William O'Shea	Finance Committee
Ed Schneiderhan	Electronic Voting Committee
Robert Sheldon	Eastham Affordable Housing Trust
Elizabeth Simmons	Eastham Housing Authority
Lian Smith	Recycling Committee
Robert Smith	Planning Board and Search Committee
Leon Verrone	Eastham Historical Commission

## **BOARD OF SELECTMEN**

The year 2015 started with winter storms of historic proportions. Not to be dissuaded, the Board of Selectmen pushed forward to a year of significant progress on important town-wide projects and programs.

The most important and largest investment made by the voters was, and continues to be, the implementation of a municipal water system. The “backbone,” or Phase 1, began with planning and permitting and then gave way to actual ground-breaking of the first water tower in April and eventually the laying of 18.1 miles of water pipes and hydrants throughout the Phase 1 roads and neighborhoods. What an exciting time! Town Meeting in May approved the implementation of the full municipal water system for Eastham. This is a legacy that should make everyone in the community proud.

Town Meeting also saw the inauguration of electronic voting and by all accounts it was a success that improved the efficient flow of business of the meeting. With the approval of plowing and maintenance of private roads in 2014, voters at Town Meeting in 2015 approved the funding and guidelines were distributed to residents in time for plowing by the end of the year.

Also in May, we said goodbye to Selectman Martin McDonald who retired from the board and we thanked him for his service to the town. Bill O’Shea filled Martin’s seat.

During the year the board dealt with issues involving neighboring towns, including the controversy over the ownership of portions of the Nauset Spit, cleverly reported in the media as the “Spit Spat.” Eastham has defended its claims to this land and, unfortunately, the resolution of this will be drawn out for some time. The Tri-Town Waste Management Facility that is nearly 25 years old operates under a municipal agreement between Eastham, Orleans and Brewster and is set to expire on December 31, 2016. The board had many meetings to resolve the closure of the facility that will now be on track.

In the fall, the Board of Selectmen established its goals for FY 2016. The top three priorities are: to effectively use town property and support programs that will increase the amount of affordable rental and ownership housing; provide appropriate oversight of the planning and management of the municipal water project; and insure that the Hay Road area has emergency and storm access in the winter. Progress has been made in each of these and other important community priorities.

Throughout the year the board had many routine issues on its agendas such as approval of licenses, committee reports, appointments, and responding to residents’ inquiries. The board would like to thank the town administrator and her staff for their ongoing dedicated service to the town. To the countless volunteers, we thank you for all you do for the citizens of Eastham.

Respectfully submitted,

Elizabeth Gawron, Chair, Board of Selectmen

## BOARD OF ASSESSORS

The Town of Eastham completed the Fiscal Year 2016 Interim Year Update as required by the state to achieve full and fair cash value assessments. The median value of a single-family home as of the January 1, 2015 assessment date was approximately \$392,500 compared to \$382,500 the previous year. Utilizing those medians and the respective fiscal year's tax rates, the tax bill for the median single-family property rose \$204.82 from \$2,715.75 ( $\$382,500 \times \$7.10$  per \$1,000) to \$2,920.57 ( $\$392,550 \times \$7.44$  per thousand).

The Town of Eastham had 6,359 taxable real estate parcels and 2,900 taxable personal property accounts as of January 1, 2015.

The Board of Selectmen held a public hearing on August, 17 2015 to determine the percentages of the tax levy to be borne by each class of property for FY'16. The Board voted to adopt a single tax rate for all classes of property. The FY'16 tax rate is \$7.44 per \$1,000 of valuation.

The Board of Assessors acted on 110 tax exemption applications for veterans, the blind, seniors, hardship, paraplegic, and for a surviving spouse of a police officer killed in the line of duty. The total tax exempted was \$83,099.15. There were a total of 26 applications for real estate abatements for FY'16 which is less than 1 percent of the 6,359 taxable real estate parcels, and 14 applications for personal property abatements which is less than 1 percent of the 2,900 taxable personal property accounts.

The Assessing Department continued the on-going 10-year cyclical inspection of properties as required by the State Department of Revenue, as well as recollected the data for all properties with active building permits or that sold during the past year. The continuing cooperation of all property owners in allowing interior and exterior inspections is greatly appreciated and insures a fair assessment.

The Assessing Department handled a large volume of requests for assistance and information and the Board of Assessors appreciates the professionalism and competence demonstrated by the staff of Belinda Eyestone, Principal Assessor; Patricia Debs, Assistant Assessor/Field Appraiser; Amanda Love Monahan, Assistant to the Assessor; and Victoria Reis, Part-Time Assessors Clerk. They served the public by maintaining a high level of accuracy with critical data which insures credible and fair assessments.

The Board of Assessors thanks the Board of Selectmen, all town departments and the taxpayers for their support and understanding of the tax assessment process. The Board also thanks our consultant Paul Kapinos and the staff at pk Assessment Systems and pk Valuation Group, whose professionalism and skill helps ensure the fairness and accuracy of our values.

Respectfully submitted,

Alfred J. Sette, Jr., Chairman

# TAX RATE RECAPITULATION FISCAL YEAR 2015

## I. TAX RATE SUMMARY

- la. Total amount to be raised (from liE)      \$27,964,439.63
- lb. Total estimated receipts and  
other revenue sources (from HIE)              7,686,443.00
- lc. Tax levy (IA minus IB)                      20,277,996.63
- ld. Distribution of Tax Rates and levies  
Is this a recertification year?    N    (Enter Y or N)

(a)	(b)	(c)	(d)	(e)	(f)
	LEVY	IC above times	VALUATION		
CLASS	PERCENTAGE	each percent in	by CLASS	TAX RATES	LEVY by CLASS
	(from LA-5)	column (b)	(from LA-5)	(c)/(d) x 1000	(d) x (e)/1000
Residential	96.1211%	19,491,433.42	2,619,816,974	7.44	19,491,438.29
Open Space	0.000%	0.00	0		0
Commercial	2.6410%	535,541.89	71,980,916	7.44	535,538.02
Industrial	0.2803%	56,839.22	7,640,300	7.44	56,843.83
SUBTOTAL	99.0424%	—	2,699,438,190		20,083,820.14
Personal	0.9576%	194,182.10	26,098,990	7.44	194,176.49
TOTAL	100.0000%	—	2,725,537,180		20,277,996.63

Eastham Board of Assessors

Alfred J. Sette, Jr., Chair  
Maureen Fagan, Co-Chair  
Joanna Buffington  
Denise Kopasz, Alternate

## **EASTHAM AFFORDABLE HOUSING TRUST**

The Eastham Affordable Housing Trust is charged with the express purpose of creating and preserving affordable housing in Eastham. Since 2009 the Trust has developed a limited inventory of permanently affordable rental units on a scattered site basis and also makes available monthly rental assistance to a number of local families. As noted in earlier reports, Eastham has the lowest number of deed restricted affordable homes of any town on Cape Cod. The Commonwealth requires that all towns work toward an affordable housing inventory that equals or exceeds 10 percent of all housing stock. Progress towards this 10 percent goal is tracked on the state's Subsidized Housing Inventory (SHI). Eastham currently has 1.9 percent of its housing stock listed on the SHI.

The Eastham Affordable Housing Trust currently has two programs designed to help create affordable housing opportunities in the community:

1. Affordable Rental Expansion Program
2. Rental Subsidy Program

### **Affordable Rental Expansion Program:**

To date the Trust has purchased and rehabilitated seven units thanks to the support of Eastham residents and the Eastham Community Preservation Committee. These units have the potential to house as many as 20 residents. The units are deed restricted so that they will be available in perpetuity. After rehabilitation the average purchase price per unit for these homes was \$221,000.

### **Rental Subsidy Program:**

The Rental Subsidy Program provides immediate rental assistance to local households. The program creates 12 affordable rentals over a three-year period. The program is currently in its second three-year cycle and was funded via a \$153,500 Community Preservation Fund appropriation (Annual Town meeting 2015). The program is administered by the Harwich Ecumenical Council (HECH). Participants are required to income qualify at or below 60 percent of the median income and landlords are required to provide year-round leases with a rental rate that, when lowered by the rental subsidy, is affordable to households earning at or below 60 percent of median income. The payments go directly to the landlords each month. Tenants must remain in good standing and must participate in a case management program which is administered by the Homeless Prevention Council (HPC). The HPC provides education and assistance on household budgeting with the objective of the tenants becoming financially self-sustaining at the completion of the three-year enrollment period. Participation is open to those who live or work in Eastham or have a child in the local school system.

### **Housing Production Plan:**

The Trust also initiated the update to the five-year Housing Production Plan. The plan provides background data on current and projected housing trends and also contains strategies for creating and sustaining affordable housing in Eastham. The update to the plan is expected to be completed in early 2016.

Going forward, with the assistance of Town Planner Paul Lagg and other affordable housing experts, the Trust will explore various options that should broaden the approaches currently used, and help us move towards the goal of 10 percent affordability in our town.

The EAHT would like to thank Eastham's residents who support the creation and retention of affordable housing, including the Board of Selectmen, Town Administrator Sheila Vanderhoef, town employees and particularly the Eastham Community Preservation Committee.

Respectfully submitted,

Eileen Morgan, Chair

William Burt

Jim McMakin

John Knight

Peter Wade

## **ANIMAL ADVISORY COMMITTEE**

The Animal Advisory Committee (AAC) was established to serve as a resource for the Board of Selectmen and the Town of Eastham on matters relating to animals, particularly situations involving potentially dangerous dogs. The AAC is comprised of individuals with experience in dog training, animal behavior and animal welfare. The committee works closely with the Eastham Police Department, particularly with the Animal Control Officer (ACO). The AAC is convened at the request of the Board of Selectmen, the Town Administrator or the Eastham Police Department.

Several residents requested a dangerous dog hearing before the Board of Selectmen (Eastham PD case #15-11258). They were afraid of a neighbor's pit bull. Since state law now prohibits the banishment of a dog as a remedy as well as breed-specific determinations of potential dangerousness, the AAC was asked to evaluate the situation and offer suggestions. Members of the AAC visited the home, spoke with the owners and met the dog in question. In a separate meeting, they also spoke with the complainants and listened to their concerns. The AAC determined that the dog in question was docile and did not warrant the state mandated restrictions placed upon dogs deemed to be dangerous. However, to assuage the concerns of the surrounding neighbors, measures needed to be adopted that would ensure that the dog would be contained when not on leash and properly controlled when on leash. The AAC worked very closely with the ACO to develop recommendations that were presented to the Board of Selectmen at the hearing. The Board of Selectmen adopted the recommendations made by the AAC.

The AAC met on an as needed basis in 2015.

Respectfully submitted,

Martin V Haspel PhD, Chair



## **BUILDING DEPARTMENT**

In calendar year 2015 the building department issued 667 building permits, of which 16 were for new homes, six were demolition permits, 488 were additions/alterations, 138 were solar installations, and 19 were sheet metal permits. Seventy four Certificates of Occupancy were issued. Building department receipts totaled \$160,010.08.

Respectfully submitted,

Thomas Wingard  
Inspector of Buildings

## **PLUMBING AND GAS INSPECTOR**

For the calendar year 2015, 222 plumbing permits and 267 gas permits were issued. Three hundred ninety eight plumbing inspections and 574 gas inspections were conducted. Total receipts were \$47,825.00.

Respectfully submitted,

Scott Van Ryswood  
Plumbing and Gas Inspector

## **REPORT OF THE WIRING INSPECTOR**

During the Calendar Year 2015, the following inspections were made:

Temporary	14
Service	67
Rough	144
Final	296
Other	118
Fire	1
Advisory	60
Code	42
<hr/>	
Total Inspections	742

Total receipts turned in by the Wiring Inspector were \$52,320.00.

Respectfully submitted,

Wallace Adams  
Wiring Inspector

# CAPE COD COMMISSION

In March 2015, the Cape Cod Commission celebrated the 25<sup>th</sup> anniversary of the county-wide vote that created the commission as the regional land-use planning, economic development, and regulatory agency for Barnstable County. The commission works toward maintaining a healthy balance between economic progress and environmental vitality.

“Keeping a special place special” aptly describes the agency’s mission to protect the region’s unique qualities and the 19-member board represents a wide spectrum of the region and provides oversight for a staff of 40 professionals.

**Web:** [www.capecodcommission.org](http://www.capecodcommission.org)

**Eastham Member:** Joy Brookshire

**Executive Director:** Paul Niedzwiecki, [pniedzwiecki@capecodcommission.org](mailto:pniedzwiecki@capecodcommission.org)

## **Section 208 Areawide Water Quality Management Plan Update**

The 208 Plan Update was approved by U.S. EPA in September 2015, leading to the implementation phase of the plan. Along with a framework for collaboration, the final plan set the share of responsibility, based on nitrogen contributions on a sub-embayment level. This will serve as the basis for negotiations among towns for improvement of shared watersheds. More information on the 208 Plan Update can be found at [www.capecodcommission.org/208](http://www.capecodcommission.org/208).

## **Regional Policy Plan Update**

The required update started with three regional meetings in December 2014 and continued with a series of six regional stakeholder meetings throughout 2015. The last Regional Policy Plan (RPP) update in 2009 represented the first substantial reorganization of the RPP since it was first drafted, separating the regulatory and planning sections. For this update, the commission is building on those earlier reforms. Among the goals for the RPP update are to ease the local comprehensive planning process and increase consistency with regional goals, simplify the regulatory process and create a framework for regional capital planning.

## **Planning/Community Design**

With expertise in land-use planning, zoning, natural resources, historic preservation, affordable housing and other areas, the planning staff works to improve the function and character of communities while managing growth and protecting the Cape’s sensitive environment. The planning department plays a major role in the five-year updates to the Regional Policy Plan (RPP), Local Comprehensive Plan assistance, establishing Districts of Critical Planning Concern and Growth Incentive Zones, regional and corridor-wide transportation/planning studies, and resource protection efforts including the Cape Cod Ocean Management Plan, 208 Plan update, and hazard mitigation planning. Planning staff works collaboratively with community design and economic development staff on the Regional Economic Strategy Executive Team (RESET).

## **CEDS/Economic Development**

The commission maintains 20 balanced economy benchmarks, eight up-to-date town-level data tables and 11 maps by county for each town, which are available on [STATSCapeCod.org](http://STATSCapeCod.org).

## **Regulatory Program**

Through its regulatory program, the Cape Cod Commission reviews projects that present regional issues identified, including water quality, traffic flow, community character, affordable housing, open space, natural resources, and economic development as Developments of Regional Impact (DRIs). In February 2015, the Commission approved a Development of Regional Impact for the initial phase of Eastham's public water supply system.

## **Transportation**

The commission conducted a transportation planning study for a 1.6 mile segment of the Route 6 corridor from Eastham into Wellfleet to examine safety and access issues along the way and develop alternatives for safe and convenient access for all users of the roadway system, including pedestrians, bicyclists, and motorists. The Cape Cod Commission's transportation staff updated the 2016-2019 Regional Transportation Plan on behalf of the Cape Cod Metropolitan Planning Organization, which approved the plan in July 2015. Working with individual towns and development of 10 multi-modal plans, consensus was achieved among all 15 towns for cross-border bicycle connections.

## **Regional Coordination/Technical Assistance**

The commission is in a position to respond to issues of regional concern with technical assistance and facilitation. Among the issues for which commission expertise was sought are:

- Restoration of Route 6 overcut areas between exits 2 and 4, including coordination of a working group and review of draft plans
- Facilitation of the Regional Beach Access Committee, which advocated for awareness of regulations relative to the shoreline and local control on beach access issues such as shoreline protection, permitting, dredging, endangered species and tourism.
- Convening of the National Grid Ad-Hoc Advisory committee to help communities directly affected by the natural gas connection moratorium, to expedite permitting process and to facilitate communication.

# CAPE COD REGIONAL TECHNICAL HIGH SCHOOL DISTRICT

*Cape Cod Regional Technical High School will provide an opportunity to acquire high-quality technical, academic, and social skills preparing our students for success in our changing world.*

Cape Cod Regional Technical High School (CCRTHS) was established in 1973 as a public technical high school. The CCRTHS district draws students from 11 towns extending from Mashpee to Provincetown. For the school year 2014-2015, we had 647 students enrolled in 17 different technical programs with an operating budget of \$13,908,300.

The town of Eastham had 11 students enrolled at CCRTHS as of October 1, 2014. The assessment for Eastham in FY15 was \$226,353.

## **Highlights from Cape Cod Tech 2014-2015 School Year**

*Cape Cod Regional Technical High School District  
celebrated its 40<sup>th</sup> Anniversary this year!*

- CCRTHS graduated 135 seniors in June 2015, three were from Eastham.
- CCRTHS students meet the same state academic standards the state requires of our sending schools.
- CCRTHS improved public and community relations by servicing community members in our shops. This has allowed communities to realize significant savings in labor charges.
- Forty-five students received John and Abigail Adams Scholarships for tuition to state colleges and universities; one was from Eastham.
- Fifty-two students were inducted to the National Technical Honor Society, 1 from Eastham.
- At the SkillsUSA state level competition, twenty students won medals, and three students qualified for the National Skills and Leadership competition. Examples of medals won: Career Showcase Arts, Business Procedure, Occupational Health & Safety, Prepared Speech, Marine Service Technology, Techspo, and a state officer candidate.
- At the SkillsUSA district level competition of 59 students who attended, 12 students medaled. Medals won: Marine Service Technology, Dental Assisting, Mechatronics, Photography, Teamworks in Carpentry, Electrical, Plumbing, Welding, Sculpture.
- At the Massachusetts 2015 FFA State Convention, five students won awards: Floriculture, Nursery Landscape, Quiz Bowl, Reporter's Scrapbook and Secretary's Book.
- In Computer/21st Century Learning all seniors participated in a Credit for Life Fair, a hands-on personal finance simulation. All students participated in the marketing efforts of the annual CCT Job Fair. Junior students assisted with marketing our 40th Anniversary event.

- The English department aligned all English classes to Common Core, piloted the PARCC exam for 9th grade, and offered Advanced Placement (AP) Language and AP Literature.
- The health classes continued to offer literacy strategies in the health curriculum to support Common Core and to align curriculum with Massachusetts Framework in Health.
- The library provides a website for teachers to align resources with their curriculums. There is a tremendous increase in student use and for professional development by teachers.
- The math department strengthened the CP1 curriculum with focus on problem solving. This will increase college readiness.
- Physical Education focused on maximizing student participation in personal skills development.
- In Science, 2014 MCAS results show 72 percent of students achieved proficient or higher. Two students received awards for making the cafeteria significantly more environmentally friendly.
- In Social Studies, 16 students completed the Advanced Placement in World History and the department is now offering Challenges in Democracy as an honors level class.
- The Spanish Department aligned the curriculum with Foreign Language Standards to increase accessibility to the program.
- Special Education introduced mindfulness through the Calmer Choice Program for 11th graders to increase achievement through emotional awareness and will expand the program next year.
- Our School Counseling Department increased completion rates of Career Plan Portfolios and scholarship/toolship applications. Our student ambassadors are leaders for school functions.
- The Art Department had student exhibits throughout the main floor and The Cove Restaurant throughout the year. Fundraiser proceeds were used to buy frames for the displayed artwork.
- In Auto Collision all 11th graders earned OSHA and CPR certifications. This shop also increased 12th grade co-op opportunities with local employers.
- Auto Technology continued a 1:1 laptop program with their students and improved web based text book curriculum. Two students won 2nd place at the Mass Auto Dealers competition.
- The Carpentry Department built a new snack shack at Skaket Beach in Orleans. All tenth, eleventh, and twelfth grade students completed the OSHA Training Program.
- In Cosmetology, eight seniors had co-op jobs and were certified in CPR. All students who took the Cosmetology State Exam passed. Five juniors were certified in OSHA. They passed the Nail Technician State Exam and have summer jobs in their field.

- Culinary Arts significantly increased their student enrollment. Students hosted and served at numerous events held by community groups in our restaurant, The Cove, which is open to the public.
- Dental Assisting seniors participated in five weeks of internship and worked alongside staff in local dental offices. Three seniors achieved MA Certification in Radiology. All students achieved CPR, First Aid, OSHA training and assisted in The Ellen Jones Dental Program.
- Early Childhood Education 11th and 12th grade students participated in teaching practicums. The CCT Preschool was awarded a level 2 rating in a rigorous review by the state's QRIS program.
- The Electrical Department did an extensive remodel of their workstation. At SkillUSA a bronze medal was won. This shop completed a major relighting project for the Charles Moore Arena.
- Graphic Arts made a solid connection to Cape Cod Community College by paving the way for students to earn college credit through their high school level work.
- The Engineering Technology Shop has completed three years of curriculum. A gold medal was won at SkillsUSA and three students won a merit award from the Society of Woman Engineers.
- Graphic Arts students were recognized for a variety of design awards and SkillsUSA leadership achievements. This shop uses Work Force Ready System to test for technical competencies.
- Health Tech introduced a biomedical program this year. Twelve students worked in internships or co-op placements including Cape Cod Hospital and Pavilion Nursing and Rehabilitation.
- Horticulture students help build a playground in Dennis and other off-campus projects. This shop re-vamped and re-organized the scope and sequence of its curriculum for shop and theory. For the second year, they taught a Cape Cod Community College course to the junior class.
- Roots and Roses floral shop continues to provide hands-on experiences for students.
- HVAC students participated in hands-on learning opportunities within the school: installed AC units in classrooms, maintained refrigeration in Culinary, and serviced ductless split coils.
- The Information Technology shop structured lessons with new Cisco curriculum and utilized hands-on opportunities within the school such as the Help Desk and infrastructure projects.
- The Plumbing Department gained two female students during the year and can boast 100% participation in SkillsUSA, bringing home two 3rd place medals and one All Star student.
- Welding students work with instructors from project design, to solutions, to outlining project steps, to then writing an essay and reflection paper on the project. They also brought home two medals at SkillsUSA.

- One hundred and seven (107) qualified students participated in placements for Cooperative Education, Internships and Student Practicums for real-life work experience. Students must maintain grades of C or better in academic classes and B or better in shop and theory classes to be eligible for placement. The Co-Op Office joined with the business classes to provide the second annual Student Job Fair for the entire student body which was a great success.

Please visit our website: [www.capetech.us](http://www.capetech.us) for more information.

Respectfully submitted,

Bernard Richardson

Glen Olson

Eastham Representatives to CCRTHS School Committee

## CAPE LIGHT COMPACT

Cape Light Compact is an award-winning energy services organization operated by the 21 towns and two counties on Cape Cod and Martha's Vineyard. The Compact's mission is to serve its 200,000 customers through the delivery of proven energy efficiency programs, effective consumer advocacy, competitive electricity supply and green power options. For more information, visit [www.capelightcompact.org](http://www.capelightcompact.org).

### *POWER SUPPLY – Stability, Security and Green Power Options*

Cape Light Compact offers stable and secure electric supply at competitive rates. Much depends on timing and market forces, but the Compact was proud to offer stable, competitive prices in 2015. As in previous years, electricity prices in 2015 were primarily driven by the price of natural gas. The winter of 2015 saw a lower wholesale electricity price spike from the 2014 winter, but retail electricity prices were still the highest in recent history. This is because of high forward market prices at the time when retail suppliers were procuring in advance for their expected loads. These high forward prices were set by expectations of the same high wholesale prices seen in the winter of 2014, which didn't come to fruition this year. While New England's natural gas delivery constraint was still the main contributing factor to high winter wholesale prices, it was mitigated by warmer temperatures in the beginning of the winter, increased liquefied natural gas (LNG) imports, implementation of an improved winter reliability program by the electricity grid operator, and low oil prices.

The past few years have seen many changes in how electricity is produced in New England. There is growing concern over how to meet both the reliability needs of the electric grid and our greenhouse gas reduction goals, all at a reasonable cost to electricity consumers. In the upcoming year state elected officials and the Massachusetts Department of Public Utilities will be focusing on this issue. Topics to be deliberated include: whether or not to install new natural gas pipelines and who should pay for this: electric customers or gas customers; net metering cap for solar and other renewable generation projects; smart grid, or grid modernization, technology, who will benefit and how will costs be allocated amongst electric customers. As we have done in the past the Cape Light Compact Governing Board will participate in these and other discussions on behalf of electric customers.

In 2015 Cape Light Compact provided energy to residents and businesses in accordance with two competitive electricity supply contracts negotiated by the Compact. The Compact's residential electricity supplier was ConEdison *Solutions* and the commercial and industrial supplier was NextEra Energy. As of the most recent count the Compact had approximately 4,490 total electric accounts within the Town of Eastham on its energy supply.

### *CONSUMER ADVOCACY – Committed to Consumer Interests*

Since 1997 Cape Light Compact has advocated for the ratepayers of Cape Cod and Martha's Vineyard at the local, state, and federal level. In 2015 the Compact focused much of its advocacy on consumer electricity disclosure labels, DPU's competitive supply website, and door-to-door marketing rules. These issues affect how electricity consumers interact with and take advantage of the competitive supply market. The Compact has provided input advocating for better disclosure methods of electricity sources, including renewable energy, which will better inform consumers about where the electricity they are purchasing comes from. The Compact is also continuing to provide DPU with input on their competitive supplier website in order to ensure it is easy for users to use and understand. The Compact, along with others, has



also successfully lobbied for the implementation of door-to-door marketing rules that will help protect consumers from some of the unscrupulous marketing tactics that have been used on the Cape and Vineyard.

The Compact is also pleased to announce that the Department of Public Utilities issued a final order in May approving the Compact's revisions to its Aggregation Plan, which was submitted in April 2014. This order affirms the purposes, structure, and funding of the Compact and has been used as a model for other municipalities seeking to form their own aggregations. While Cape Light Compact was the first municipal aggregator in the state, there are now 72 communities in Massachusetts with approved Aggregation Plans.

#### *ENERGY EFFICIENCY – Saving Energy and Money*

Jan – Nov 2015	# of Participants	Customer Savings	kWh Saved	Rebates/Incentives Paid to Customers
Low Income	29	\$12,934.20	64,671	\$102,896.53
Residential	427	\$153,810.00	769,050	\$600,573.67
Commercial	8	\$30,462.80	152,314	\$79,287.62
<b>Total</b>	<b>464</b>	<b>\$197,207.00</b>	<b>986,035</b>	<b>\$782,757.82</b>

*\*Please note that this data does not include activity that occurred in December 2015. Please visit [www.capelightcompact.org/reports](http://www.capelightcompact.org/reports) for complete information.*

Funding for the energy efficiency programs (i.e. energy audits for homes and businesses, rebates on the purchase of energy efficient appliances and energy education in our schools) comes from a monthly customer “energy conservation” charge (\$0.0025 cents multiplied by the number of kilowatt hours used during the month) and a portion of the “distribution charge” (\$0.02349 for residential customers and \$0.01127 for commercial and industrial customers) that appears on each customer's electric bill.

Other Cape Light Compact efforts include:

- Three ENERGY STAR® qualified homes were built in the Town of Eastham.
- In what has become an ongoing tradition, Eastham Elementary School was again recognized by both the State Department of Energy Resources and the National Energy Education Development Project (NEED). As the Compact's energy education partner, NEED is affiliated with the Department of Energy and the National Energy Information Service in Washington D.C. Our award winners had a busy year to accomplish this recognition that included many outreach projects to their school and community. All of these efforts were under the leadership of science teacher and Cape Light Compact lead teacher Maggie Brown. Energy Education continues to be an ongoing subject at EES and it is among one of the top schools statewide in energy literacy.
- The Compact re-invested energy efficiency incentives of \$10,349 for an LED Lighting Upgrade at the Eastham Transfer Station and DPW.
- The Compact provided services to help ensure that the new Eastham Public Library would be as efficient as possible.

Respectfully submitted,

Fred Fenlon  
Eastham Representative

## **BOARD OF CEMETERY COMMISSIONERS**

The current Board of Cemetery Commissioners continues the work for which the board was established by the town in 2004. The responsibilities of the board include the care and maintenance of both the Cove Burying Ground and the Bridge Road Cemetery, both of which are closed to new burials. Each location has a unique history in the establishment of the town.

In 2015, the board had two changes in membership. Bonnie Cormier, who was appointed by the Selectmen in 2014, resigned because she relocated to western Massachusetts in May, 2014. Members of the board are grateful for her efforts while she served. Terri Rae Smith was appointed in June of this year. Robert Carlson, who had served as a member of the board for nine years, left in June of 2015 because the town's policy limits serving more than three terms on a board. Carlson has served as the primary caretaker of both cemeteries throughout his tenure - arranging floral displays, cleaning stones and greeting visitors throughout the year. His re-appointment to the Board of Cemetery Commissioners by the selectmen has been gratefully received by the current members, if not the entire town.

Each year a large number of persons visit both cemeteries - individually and in groups. Based on the number of printed historical descriptions taken from the receptacles at each location, we estimate the number of visitors to be close to 1,000. In September, guided tours were provided for the Eastham Historical Society and the membership of the Chapel in the Pines. In addition, informal on-site visits were arranged for persons with family histories in Eastham. The board was also the recipient of a gift of a one-hundred dollar bill left at the base of an ancestral stone.

The board extends its thanks to Mr. Neil Andres and Mr. Martin Mickle of the Department of Public works for arranging the periodic mowing and trimming during the spring and summer. This year extensive tree and brush cutting was accomplished at both sites.

The Board of Cemetery Commissioners meets monthly at town hall to consider all matters pertaining to the town cemeteries and providing expeditious resolution thereto.

Respectfully submitted,

Roger T. Thurston, Chairman  
Robert Carlson  
TerriRae Smith, Clerk

## COMMUNITY PRESERVATION COMMITTEE

The Community Preservation Committee (CPC) was established by vote of the December 2004 Special Town Meeting to adopt the provisions of the Massachusetts Community Preservation Act (CPA), MGL Chapter 44B. The CPA is funded by a 3 percent property tax surcharge and a state reimbursement from registry of deeds revenue. Funds are used to support open space, historic preservation, affordable housing, and recreational projects in the Town of Eastham.

Funds not expended in a given year are available for future projects. For the fiscal year ending June 30, 2015, CPA local tax revenues were \$557,787 and the state reimbursement was \$221,311. As of December 31, 2015, the encumbered balance for the projects approved by town meeting was \$427,697 and there was \$1,393,723 available for additional projects.

Projects that were funded in 2015 included:

- Acquisition of land adjacent to the Herring River Marsh for the creation and preservation of an upland-nesting habitat for Diamondback Terrapins. (\$382,500)
- Preservation of the 1936 Dill Beach Camp at 2375 Route 6 (\$30,000)
- Assist Habitat for Humanity in funding the construction and sale of a permanently affordable single-family house (\$45,000)
- Provide funding for a rental subsidy program for low-income families (\$153,500)
- Purchase, repair and market new affordable rental housing units (\$400,000)
- Staff assistance for the Eastham Affordable Housing Trust (\$36,000)

The CPC is currently evaluating applications for FY 2017 projects and will make recommendations to town meeting in May 2016.

We wish to thank Judy Poulin for her years of service to the CPC and we welcome our newest member, James Baughman.

Respectfully submitted,

Peter Wade, Chair

## **CONSERVATION COMMISSION**

The Conservation Commission is primarily tasked with the administration of the Massachusetts General Law Ch. 131, Section 40 (Wetlands Protection Act) and the Town of Eastham Wetlands Protection By-Law, Article 34, 1980 to protect the natural resources within the Town of Eastham. The Commission is also responsible for the care and management of town-owned lands used for conservation and recreation.

The Commission hears various types of applications that are for any activity within 100 feet of a wetland resource area. The Commission heard and resolved 41 Notice of Intents, 7 Amended Order of Conditions, 8 Requests for Determination of Applicability, 66 Administrative Reviews and 19 Certificates of Compliance.

The Conservation Commission would like to thank our Conservation Agent Shana Brogan as well as the administrative assistant Teena Tilton for their hard work and dedication. The Commission would like to thank past Chairman Stephen Smith and Commissioner Steven Kleinberg for their many years of service, and would like to welcome Sheila Flipowski, Alexander Cestaro, and Thomas Durkin new members to the Commission.

## **EASTHAM COUNCIL ON AGING (AKA) EASTHAM SENIOR CENTER**

*Established in 1974, our mission is to promote the well-being and independence of adults 59 and older. The Eastham Senior Center provides multi-purpose programs (health, educational, social, and recreational), as well as supportive daycare, transportation, and outreach for this purpose. Our continuing goal as a community resource is to maintain and enhance a quality independent lifestyle for our senior population by meeting their current and future needs.*

The Senior Center offers many programs and classes that make it a very busy place. Classes are offered in needlepoint, knitting, aerobics, chair exercise, yoga, chair yoga, T'ai Chi, and Mah Jongg. The first and third Friday morning programs offer a variety of topics: music, drama, films, speakers, and intergenerational activities. The Computer Center is open to anyone who would like to use the computers or connect to the Internet. Instructional classes are available four times a month by Mindy Baransky. Personal device classes (Apple and Android) are offered by the Librarian, Debra DeJonker-Berry. The Family Support Community Choir, under the direction of Brianna LePage, is very popular. Income tax preparation is handled by trained AARP volunteers.

Sandra Szedlak, Director, and Dorothy Burritt, Secretary, coordinate all the activities at the Center. Our staff members are also available to provide medical insurance counseling, as well as assistance with filing tax abatements, fuel assistance, and other applications for entitlement programs. They are also advocates for you - please seek their advice when you have something that you do not understand. Cindy Dunham, Outreach Liaison, works closely with those seniors who are homebound and those who are in need of home care services. Through her efforts the following have been established: a Caregivers support group, a group of volunteers who provide assistance to others on short notice, a yearly Health Fair and other health related programming, as well as Free Friday Flicks. Tess McAlpine, a volunteer, represents the SHINE program at the Center.

Our dedicated drivers (Thomas Hawko, George Civita, Paul Langlois, Ron Edson, Bob Nazarian, and Dana Franchitto) provide transportation to medical appointments. The drivers' salaries are paid through a combination of Formula Grant money from the Commonwealth of MA and the "Friends" (FECO). There is also a Tuesday morning shopping van to Orleans driven by Robert Gardner for clients without transportation. A variety of volunteers also provide transportation to Center events.

*The Gathering Place* (508) 255-6734, a Supportive Adult Day program, operates five days a week in the lower level of the Senior Center. Jillian Benelli, Director, and staff members, Brianna LePage and Marianne Earley provide instructional activities and one-on-one attention to their clients. Transportation to the program is provided by the Cape Cod Regional Transit Authority (DART) or by individual caregivers. There is a daily fee for this program.

The travel program of the FECOA (The Friends of the Eastham Council on Aging, Inc.) continues to be of interest to the community. This is due to the on-going efforts of Russ Moehlich and Jeannette Marcucci. Day trips, trips within the United States, and trips internationally are scheduled throughout the year. The FECOA provides additional financial assistance to the Senior Center and its programs whenever the

Board of Directors of the COA makes a request. The Thrift Shop at Oak and Massasoit Roads is their major source of revenue. The Senior Center is a better place because of the “Friends” generosity.

Please stop in for a visit the next time you go down Nauset Road.

Respectfully submitted by COA Board of Directors,

Elizabeth Beard, Chairman  
Stephanie Whalen  
Pauline McGaughey  
Carol DiBona  
Richard Ramon  
Patricia Unish  
Peggy Lynn  
Dee Higgins

# EASTHAM CULTURAL COUNCIL (ECC)

## Mission

The mission of the Eastham Cultural Council is to promote excellence, education and diversity in the arts, humanities and interpretive sciences, in order to improve the quality of life for all Eastham residents.

The Council pursues this mission through a combination of grants, services, and advocacy for cultural organizations, schools, communities, and artists.

The Council serves as a community catalyst for projects and collaborations that address cultural needs. Working with Eastham municipality, the council builds relationships that can be beneficial in many ways including advocating the arts and culture in the community.

## Fundraising

The Eastham Cultural Council does annual fundraising to provide additional funds for granting or to support Council programming. The Eastham Cultural Council raises money to support community projects that are not dependent on state funds including the annual **Hands on the Arts Festival**.

## Arts Education

Through various programs and partners, we serve thousands of children and teens in the arts, humanities and interpretive sciences throughout the town of Eastham and local communities. These programs help children and young adults to perform better academically, develop essential workforce skills and become productive members of our community.

## Eastham Municipality

The Eastham Cultural Council is a municipal entity comprised of volunteers appointed by the towns elected officials falling under the guidelines of the Massachusetts Cultural Council.

In 2015 the council received and distributed Grant monies from the state in the amount of \$4,350 to support local arts and humanities programs. The Eastham Cultural Council will distribute \$4,920 for Grants in 2016.

In addition, the Cultural Council is working on plans for the 2016 **Hands on the Arts Festival** currently scheduled for Saturday, June 18<sup>th</sup> and Sunday, June 19<sup>th</sup>, 2016. Volunteers and new members are always needed and welcomed.

Respectfully,

Brian LaValley, Chairman

# EASTHAM ELEMENTARY SCHOOL

## Building Community, Promoting Individuality, and Inspiring Possibility

The positive school climate and culture at Eastham Elementary is a perfect environment for students to attain academic proficiency and to realize their full social and personal potential. The teaching staff, the supportive families, and the administration work collaboratively to sustain this growth year after year. This past school year was no exception and the following report of accomplishments is but a glimpse of all the amazing experiences that happen every day, in every classroom.

Our current enrollment remains stable and allows for smaller class sizes. Research supports that reducing class size increases student learning and narrows achievement gaps. At Eastham Elementary, students receive more individual attention and support while working in an environment of high expectations.

Pre-K	K	1st	2nd	3rd	4th	5th
10	29	27	23	39	26	25
<b>Total</b>				<b>M=86</b>	<b>F=92</b>	<b>179</b>

### STUDENT LEARNING

#### Science

- Our award winning science teacher Maggie Brown has developed an amazing Science, Technology, Engineering and Math (STEM) experience for students PreK-5.
- Our fifth grade students do a yearlong study of the Salt Pond and First Encounter biotic and abiotic environments.
- Our third grade students participate in an extensive study with the National Seashore investigating vernal pools.
- The fourth grade collaborates with the National Seashore to study weathering and erosion with visits to Doane Rock and Nauset Light Beach.
- The Audubon Naturalists visit all grades, focusing on first grade (habitats) and fourth grade (oyster reefs and oysters).
- Marine science for all classes with Coastal Explorer.
- Once again, Maggie Brown and Tracey Deegan provided an extraordinary summer science camp for grades four and five. It was fully funded through the \$10,000 NEED (National Energy Education Development) grant and was free to all participants.

#### Literacy

- Our Wonders literacy initiative is in its second year of implementation and teachers are impressed with the challenging expectations of the unit themes. We are in the process of developing District Determined Measures (DDMs) using the Wonders assessments to inform instruction and to show student growth.



- Grade level literacy meetings are held three times each year to analyze student performance data by identifying strengths and weaknesses and informing instruction.
- Standards-based writing prompts, rubrics, and holistic scoring using grade specific writing benchmarks have been used to inform individual instruction for small groups.

## Math

- Last year Eastham Elementary teachers piloted a new math resource developed by the New York State Department of Education. This year a full implementation is in progress.
- Our district math coordinator, Tracey Deegan, has provided year-long professional development for district teachers and has facilitated parent math forums designed to help parents support their children in the learning process at home.

## Technology

- As we entered year two of the Nauset Regional School District's technology plan, Eastham Elementary purchased thirty new laptops and ten new printers. The laptops have been installed in the computer lab and the ten printers are ready to go into classrooms. The school's iPads underwent a complete update to improve performance. There have also been a number of professional development opportunities for staff in regards to technology integration and training for the new report card using the X2 platform has been provided to all staff.
- Eastham was one of the few elementary schools on the Cape to participate in the PARCC testing and the computer lab enabled a seamless administration.

## The Arts

- Art teacher Molly Driscoll, music teacher Eileen Poitras, and instrumental teacher Chuck Hollander-Essig bring the arts to life at Eastham Elementary.
- **Kindergarten** explores Eric Carle, Wassily Kandinsky, and Tools of the Mind themes.
- **First Grade** investigates Eric Carle, Vincent van Gogh, Claude Monet/Impressionism, and Gustav Klimt.
- **Second Grade** explores Piet Mondrian, Vincent van Gogh, Henri Matisse, and Analogous Colors.
- **Third Grade** studies Frida Kahlo, Wayne Thiebaud/"Pop- Art", Joan Miro/Surrealism, and Georgia O'Keeffe.
- **Fourth Grade** investigates drawing techniques, value scale, Vincent van Gogh, Jim Dine, Pablo Picasso/Cubism, and self-portraits.
- **Fifth Grade** studies Color Theory, Vincent van Gogh, Alexander Calder/kinetic sculpture, Andy Warhol, and Edward Hopper.

- In the music room children perform, create, and respond to each one of the elements of music: pitch, rhythm, form, harmony, texture, history/style and tone color (timbre), and participate in *MusicWorks! Everyday*, a partnership program with Cape Cod Symphony.

### **Building School Community**

- Responsive Classroom – social and emotional curriculum that is the foundation for teaching and practicing compassion, respect, and responsibility.
- Kids Fitness Challenge and field day.
- Arts Night: Exhibition of student art and musical performances.
- Events to encourage parents to come to school: family breakfasts, classroom plays and presentations, Memorial Day and Field Day family picnics.
- Transition activities for incoming kindergarten students (registration, parent orientation, screening, bus ride, and meet the teacher).
- Transition activities for fifth grade students moving to the Nauset Regional Middle School.
- Morning classical music, student-lead Pledge of Allegiance and announcements.
- KABOOM after school activities and enrichment.
- Cross-grade peer modeling activities, e.g. All School Morning Meeting.
- Whole school celebrations and events, e.g.: One-School-One Book, Community Readers, Read Across America, Vocabulary Parade.

### **Parent / Community Involvement**

*Educating the children of Eastham takes the collaborative efforts of an entire community!*

- Eastham Elementary School Parents Group, fundraising, enrichment, family events.
- Touch A Truck raised more than \$8,000 last year for the parent's group and ECEC!
- Hosts Eastham Chamber of Commerce networking meeting.
- Community Read-Aloud program.
- Cultural Programs, e.g. African dance, drumming, and mind-body wellness, sponsored by EESPG.
- Student Parent Handbook, monthly EES Newsletter, lunch menu and activity calendar, classroom newsletters, teacher web-pages and teacher email blasts & Remind App.
- Eastham Elementary School web page.
- Use of the Blackboard Connect program to facilitate school/parent communication.

- Fifth Grade students visit Council on Aging.
- Traditional Community Memorial Day assembly and march.
- Birthday Book Club.
- Community service initiatives.
- Open house format including a curriculum overview presentation in each classroom.
- Grade-specific curriculum nights for students and parents.

In 2015 Eastham Elementary welcomed with open arms a new principal. He has lived on Cape Cod most of his life and now resides in Yarmouthport. He taught fourth grade for 19 years in Sandwich and has quickly learned that Eastham Elementary is filled with passionate, dedicated educators, beautifully and wonderfully made students, and extremely supportive and encouraging families. EES is a beacon that enables children to navigate this challenging and complex world.

Respectfully submitted,

William H. Crosby  
Principal

## **EASTHAM ELEMENTARY SCHOOL COMMITTEE**

The collective commitment of the Eastham Elementary School as a professional learning community is to ensure that every child attains academic proficiency and full social and personal potential. This is the goal that our committee strives to enhance through sound fiscal budgeting and the integration of our community resources, both people and places.

The start of the 2015 school year continued with more accomplishments for our students and staff. Our Science, Technology, Engineering and Math (STEM) program for kindergarten through grade five has allowed our students to experience a hands-on approach to science and technology. By winning a grant, Maggie Brown and Traci Degan again held a tuition-free robotic/math camp during the summer for grades five and above.

The environmental area we live in contributes to the education of our children. National Seashore and Audubon Naturalists present classes to all our grade levels.

FY 15 saw continuing updates of technology at our school. This technology allowed our students to participate in the PAARC exam which is based on the Common Core curriculum being utilized daily by our teachers.

The Eastham Elementary teachers also piloted a new math resource developed by the New York State Department of Education. This year a full implementation is in progress.

The integration of our community resources has continued to make KABOOM, our after school program, a great success with a variety of topics being offered for all grade levels.

At the end of FY 2015, our principal Scotti Finnegan retired and our principal search committee nominated William Crosby for this position. We wish both the best as they start a new phase of their lives.

Through maintaining a dialogue with our association members (MASC) and our stake holders, we believe we will continue to best serve the students of our town within the present budgetary constraints.

Respectfully submitted,

Ann Crozier, Chair  
Joanne Irish  
Amy Handel  
Mary Lou Sette  
Judy Lindh

## **FINANCE COMMITTEE**

The primary focus of the Finance Committee is to give its recommendations and comments on articles in the annual town meeting warrant, as required by the town charter. As part of that process, the committee reviewed the annual budget, advised the Board of Selectmen and included its votes in the warrant.

A secondary role of the Finance Committee is oversight of significant capital projects with a representative on each Capital Projects Committee as required by the town charter. Our representatives have been active in all discussions and decisions taken on the town-wide water system, new library and dredging of Rock Harbor.

In addition, the Finance Committee has provided analysis and advice on numerous finance, accounting and related operational matters referred by the Board of Selectmen and Town Administrator, and as identified by the committee as requiring the attention of town officials. Finance, accounting, and related operational matters have included but were not limited to:

- Sources of new or expanded revenue (including advice on setting fees for services such as the transfer station)
- Opportunities to reduce cost or increase operational efficiency (including IT infrastructure)
- Opportunities to increase taxpayer value from existing assets (including potential future uses of Rock Harbor/other land holdings and uses)
- Capital planning
- Independent audit process
- Pension and related liabilities and funding

Individual members of the Finance Committee have acted as liaisons to various departments and committees to keep abreast of ongoing activities and their possible financial impacts on the town.

Respectfully submitted,

Michael Hackworth, Chair

## **FIRE DEPARTMENT**

The Eastham Fire Department provides a professional level of emergency medical care, fire suppression, fire prevention, hazard mitigation, and safety education to the citizens and visitors of the Town of Eastham. It is the mission of this department to provide the best possible level of service utilizing the resources provided by our community.

In November of 2015, Chief Mark Foley retired after twenty-eight years of fire and emergency medical service. Chief Foley started his career with the Yarmouth Fire Department in 1987 and was hired by the Eastham Fire Department in 2005 to assume the position of deputy chief. In January 2014, Deputy Foley was promoted to the position of fire chief. The department members would like to thank Chief Foley for his dedication and years of service with the Eastham Fire Department. We wish Chief Foley and his wife, Sandy, a long, healthy and happy retirement.

In 2015 the Eastham Fire Department was fortunate to receive several new pieces of emergency equipment, including one new emergency response all-terrain vehicle and two new advanced life support ambulances.

The Eastham Permanent Fire Fighters Association Local 2975, along with the Eastham Fireman's Association, donated two automatic cardiac chest compression devices called the Lucas Chest Compression System to the Fire Department. These devices are used to compress the chest of a patient who is in cardiac arrest and is in need of CPR. These new devices provide uninterrupted quality chest compressions at the scene and during transport, allowing a medical attendant who normally would be providing these compressions to perform other needed medical procedures.

The department also received two grants this year. The first grant was for an emergency response all-terrain vehicle capable of transporting injured patients from remote areas such as bike paths and beaches. This ATV also has firefighting capabilities. It carries a fire pump, water, foam and other extinguishing equipment. The ATV Grant was provided by the Leary Firefighters Foundation. Actor Denis Leary established this foundation in 2000 after the Worcester Cold Storage fire which claimed the life of six firefighters, including Denis Leary's cousin Jeremiah Lucey.

The second grant the Eastham Fire Department received was for a trailer to transport the ATV. This grant was provided by the Massachusetts Emergency Management Agency. Special thanks to Fire Captain/Paramedic Lisa Albino and Firefighter/Paramedic Ryan Van Buskirk for all their time and effort writing both of these grants.

The department also received two advanced life support ambulances to replace the two ambulances previously in service. The new ambulances will provide the citizens and visitors of Eastham with state of the art emergency transport vehicles. The new ambulances will also provide the emergency medical personnel with transport vehicles that have the newest ambulance technology and meet current safety standards.

The Eastham Fire Department held its first Citizens Fire Academy this year and it was a great success. The academy ran for seven weeks providing twenty-one academy students with information and hands-on experience regarding the duties and responsibilities of a Firefighter/EMT/Paramedic. This academy would not have been

made possible without the support of all department members and the Eastham Permanent Fire Fighters Association Local 2975.

This coming fall the town will have a new water supply system with fire hydrants in operation. This water system will greatly enhance the capability of the Eastham Fire Department by providing fire apparatus with the continuous water supply needed for effective firefighting operations.

In closing, I would like to thank all of the members of the Eastham Fire Department, Board of Selectmen, Town Administrator Sheila Vanderhoef, and all Eastham town employees for their support during my first several months as Fire Chief. The encouragement and support I have received is greatly appreciated. The members of the Eastham Fire Department also wish to thank the citizens and visitors of Eastham for their continued support throughout the years. We will continue to work closely with all town departments to provide the best possible service to the community. The firefighters of Eastham are committed to providing the highest level of emergency medical care, fire protection and hazard mitigation for the citizens and visitors of this community.

Respectfully submitted,

Chief Kent J. Farrenkopf

**2015 Incident Statistics**

Fire Incidents	30
Rescue/EMS Incidents	1291
Hazardous Condition Incidents	61
Other Assistance Rendered	338
Inspections	212

## 1651 FOREST ADVISORY COMMITTEE

The 1651 Forest Advisory Committee was reinstated on April 8, 2015 with additional appointments made to restore the board to the full complement of five members.

In 2015 the Forest Advisory Committee, working closely together with the Friends of the 1651 Eastham Arboretum and the Natural Resources Department, provided oversight of the continuing Forest Project in Wiley Park, initiating a new assessment of soil conditions within the planting areas, planning an updated summary on specimen survival and moving toward improving GPS location mapping for individual plants.

During the spring and summer of 2015, the Friends of the 1651 Eastham Arboretum primarily worked on clearing away competing aggressive plants in a small radius around the group's newer plantings to promote more healthy growth. In the autumn the Friends planted ten patches of wintergreen (*Gaultheria procumbens*) not far from Great Pond and a specimen indigenous dogwood (*Cornus florida*).

In September a site visit/meeting by the Forest Advisory Committee revealed that several previously planted species seemed to be struggling in recent years, most notably elm, holly, red cedar and mockernut hickory trees. Possible factors were thought to be reduced rainfall and soil quality problems. Subsequent preliminary testing did indicate that both moisture and nitrogen levels were well below optimum levels for successful plant development. At a joint December meeting with both the Friends and the Forest Advisory Committee it was decided that a concerted effort should be undertaken in 2016 to amend the soil around the troubled plantings as best possible considering the conservation limitations of our work within Wiley Park. More efficient methods of long term hydration for new trees, shrubs and ground covers will also be necessary.

On a favorable note, the volunteer effort coordinated by the committee to contain a large area of the invasive, bristly locust (*Robinia hispida*), seems to be fairly successful after three years of removing new growth. Just a few man-hours a month over the spring and summer seem to be holding back the spread of this aggressive and unwanted interloper.

The Forest Advisory Committee wishes to again thank Natural Resources Department and liaison officer Mike O'Connor for their continued helpful assistance in the implementation of the Forest Project.

Respectfully Submitted,

Steve Gulrich, Chair



## HARBORMASTER

After a long cold winter it was nice to see the covers come off local boats and boat slips and moorings fill up. The year began with the completion of the dredging of Rock Harbor. Boaters enjoyed navigating the harbor with increased water depth and by the end of April all pilings and docks were back in the harbor. Once again all of the town's slips were full and the waiting list for a slip at Rock Harbor is still running fifteen years or longer. Currently there are 127 individuals on the waiting list.

This year the department began the new responsibility of maintaining navigational aids for Nauset Inlet, working cooperatively with local lobsterman and the Eastham Fire Department. Severe shoaling is occurring in the area of Nauset spit and boaters are warned to be cautious when navigating this area as moving sand is changing the area constantly.

After the severe ice in Cape Cod Bay this winter the department completed a sweep of Cape Cod Bay in the fall and removed all abandoned and expired moorings and debris that was moved around by the ice.

As a reminder, mooring permits can be renewed April 1st of each year and must be done so by May 1st. Moorings must have proper identification on the mooring and vessel and vessel storage begins April 15th. Vessel Storage Regulations were updated this year. Moorings, vessel storage, and freshwater launches in Great Pond remained strong as the following permits were issued:

Moorings:	275
Vessel Storage:	120
Freshwater Launch:	47

We wish to thank all the people, departments and agencies that assisted in contributing to the safe enjoyment of our waters.

Respectfully submitted,

Michael J. O'Connor  
Harbormaster

## BOARD OF HEALTH

The mission of the Board of Health (BOH) is to protect, promote and sustain the public and environmental health of the Town of Eastham. This was accomplished in 2015 through the town health agent and staff, guided by local and state regulations. The board continues to monitor and address new and changing health-related issues as they occur in Eastham. They advocate for a safe environment, for the reduction of known health risks and for the application of known preventative health measures.

In this regard, the BOH issued a number of regulations in 2015. Electronic cigarettes (E-cigarettes) are a nicotine delivery system not approved by the FDA. Since they are a relatively new type of product, neither state nor local laws were enacted to regulate them. Consequently they were available for purchase by minors younger than the existing minimum legal age to purchase cigarettes and other tobacco products. There is a growing body of information that indicate that exposure to nicotine during adolescence may have long-term adverse effects upon brain development. It is the opinion of the Institute of Medicine that raising the minimum for legal access to tobacco products would reduce the availability of tobacco products to adolescents age 15-17 and hence tobacco initiation in this critical age group. The BOH raised the minimal legal age in Eastham for the purchase of all tobacco products from 18 to 21 and became the third town on the Cape to do so. E-cigarettes are now regulated as other tobacco products including the prohibition of their use wherever smoking is not permitted.

It was gratifying to the BOH, a longtime advocate for a municipal drinking water system, that the residents of Eastham decided to extend the system currently under construction to the entire town. In order to be in compliance with Massachusetts Wellhead Protection regulations, the BOH enacted groundwater protection regulations as well as regulations concerned with floor drains.

During the past year (2014), the BOH held 11 formal meetings, responding to requests for variances and reviewing numerous septic system proposals. The board continues its attempt to balance protecting the safety of our aquifer while being responsive to the needs of property owners. The BOH also conducted workshops addressing issues, and included meetings with stakeholders to elicit public comments before revising the Eastham tobacco regulations.

The BOH would like to acknowledge James Taylor, M.D., for his many years of dedicated service and outstanding leadership. His compassion, patience and understanding deserve recognition. The BOH would also like to thank Beverly Knox, R.N. for her many years of hard work and her fair, open-minded and thoughtful decision-making while participating as a member of the BOH. Thank you both for your contribution of service to our community.

The BOH also supported the following activities carried out by the Town of Eastham Health Department:

- BOH conducted 11 meetings and 12 workshops;
- Public Health: Flu Clinics, Emergency Management Exercises, Health Clinic, Rabies Surveillance, Choke Saver Training, Servesafe Training, Lyme and Tick Education;

- With the passing of the installation of a municipal water system for the entire town, the development of municipal water policy/regulations is ongoing. Free nitrate testing program continues
- Wastewater planning update underway. Eastham is designated Waste Management Agency
- Great Pond and Herring Pond post alum treatment monitoring and review continue
- Landfill Project: Environmental investigation continues to define the extent and magnitude of the plume with expansion of the well sampling program and installation of permanent monitoring wells at four locations.
- Inspections: Housing, Restaurants, Beach Testing and Pools (see statistics)
- Adopted new Tobacco Control Regulations and Ground Water Protection Regulations

Respectfully submitted,

Martin V Haspel, PhD, Chair

**BOARD OF HEALTH**  
**EASTHAM HEALTH STATISTICS**  
 (Calendar Year 2015)

<b>License/Inspection Type</b>	<b># of Permits</b>	<b>Total Fee Amount</b>
Septic Installer/Hauler	64	\$ 6,400.00
Refuse Hauler	6	600.00
Motel/Cottage Colony/Inn	22	4,400.00
Food Establishment	54	5,400.00
Milk & Cream	8	400.00
Manufacture Ice Cream	5	250.00
Swimming Pool/Spa	18	1,800.00
Tobacco	8	800.00
Perc Tests	72	7,200.00
Septic Permits	113	11,300.00
Well Permits	61	3,050.00
BOH Variance Requests	23	1,150.00
BOH Reviews	10	500.00
Certificate of Compliance	31	775.00
Building Permit Review	3	75.00
Camps	2	200.00
Temporary Food	30	750.00
Research/Photo/Review		
Final Septic Inspections	68	n/c
Title V Septic Report Review	156	7,800.00
Motel/Cottage Colony Inspections	24	n/c
Food Establishment Inspections	134	n/c
Swimming Pool Inspections	95	n/c
Walk Through Inspections	13	n/c
Rental Inspections	150	n/c
Nitrate Water Quality Monitoring Program	813	n/c
Bathing Beach Samples Taken	239	n/c
Septic pumping reminders sent	3,562	n/c
<b>TOTAL FEES COLLECTED</b>		<b>\$52,850.00</b>

Respectfully submitted,

Jane Crowley, M.S., R.S.  
 Eastham Health Agent

## **EASTHAM HISTORICAL COMMISSION**

The Eastham Historical Commission held seven regular meetings during 2015. One workshop and three site visits took place as well. In addition extensive research was conducted to document the historical accuracy of several properties. As a result of this research several historical homes were preserved.

As was the case in 2014, the Eastham Historical Commission's work was focused on the creation of a master index of all historic homes surveyed so far. A hard copy of this index is maintained at the Eastham Public Library and will be posted on the town's website in the near future.

The commission is obligated by state mandate to identify all Eastham homes that are seventy-five years or older. All property owners of these homes wishing to apply for a demolition permit must participate in a review session with the EHC. It may take up to eighteen months for the review process to be completed and for a demolition permit to be granted.

In 2015 the EHC's George Abbott Preservation Award was presented to the owners of the Higgins-Sullivan house, located on Route 6 across from the Salt Pond. This Gothic Revival Victorian-style house was built around 1860 and has been occupied by members of the same family for five or six generations. Through the years each generation has done an excellent job trying to preserve the integrity of the house and the family's history.

The Eastham Historical Commission thanks the town's administrative office, the assessor's office, the tax office and the building department for all assistance given to complete the commission's many tasks.

Respectfully submitted,

J. Holden Camp Jr. Chairman

## **EASTHAM HOUSING AUTHORITY**

The Eastham Housing Authority owns and manages twelve duplex units and one single-family dwelling located throughout town. The Authority continues to utilize the management services of the Orleans Housing Authority under contract.

The housing authority is actively searching for suitable housing opportunities and supports the town and its efforts to create more affordable housing.

Respectfully Submitted,

Edward Brookshire

Jerry Cerasale

Lisa Radke

James McMakin

Mary Beth O'Shea

Eastham Housing Authority

## **HUMAN SERVICES ADVISORY COMMITTEE**

The Human Services Advisory Committee has been in service to the Town of Eastham since 1992. It is currently comprised of the following seven members: Margaret Phillips, Dilys Smith, Kate Berg, Marcia Bromley, Felice Coral, Joan Matern and Sue Canavari, who serves as chair.

The Human Services Advisory Committee's role is to accept and review all funding requests from human services providers, to evaluate their programs in view of the community's needs, and to recommend to the Board of Selectmen and Town Administrator a specific grant amount. The Human Service Advisory Committee considers the merits of these requests through application review, interviews and/or site visits. The final funding amount is determined at Town Meeting in May, when the citizens of Eastham approve the town budget.

For FY'17 the committee has considered applications from fourteen agencies that provide important services to the residents of Eastham and we are confident all of them deserve our support. The Town of Eastham is fortunate to have these important programs that serve the needs of our residents.

Respectfully submitted,

Sue Canavari, Chair

## LIBRARY

Where will we be in another year? We are so excited to watch the beautiful new library take shape, and, for those of us lucky enough to be able to see it develop inside, imagine the wonderful library services we will soon be providing to our library patrons.

We are very busy in our trailer library loaning books and providing programs. Freya Hemley keeps the trailer decorated with book displays and art that changes every month, offering new and stimulating themes and selections. Connie Wells keeps the collection growth in hand, continually cataloging new books and transferring older stock to storage. Besides our physical collection, the library offers many electronic resources ranging from Consumers Reports to streaming video to e-book and e-audiobooks. In addition, working with the Historical Society, the Town Clerk, Robert Carlson, and the Boston Public Library, the library now offers many Eastham historical records through the library web-site, including the ancient records (originally digitized through CPC funds), Town Reports going back to 1896, and genealogical records.

Regular library programs include weekly toddler and pre-school story hours, a monthly book discussion group, Saturday's music series, free first Friday film, and many special programs ranging from a panel discussion on exotic species to a special day demonstrating equipment and resources available for the visually impaired. Margaret Phillips led a moderated discussion of Harper Lee's novel, *Go Set a Watchman*, and Mary Hake of the Cape Cod National Seashore spoke about endangered shore birds. A video of these and other programs may be viewed on the library's website, <http://www.easthamlibrary.org/>. Karen MacDonald and the Adult Programming Committee are responsible for so many of these new programs.

Three of our programs (Summer Reading, One Book One Town and the Turnip Festival) attracted record numbers of attendees. The summer reading theme, "Every Hero Has a Story" allowed us to explore everyday heroes in our community with visits from our local public safety officials, to dress up like superheroes, and to even plan a "One Book One Town" celebration. By reading the book "The Finest Hours," we explored the story of the CG36500 and the Pendleton/Ft. Mercer disaster with authors, historians, preservationists, and researchers, including Michael Tougias, Richard Ryder, Pattie Hamilton and Theresa Barbo. We also took part in the excitement revolving around the release of the Disney movie of the same name. "One Book One Town" was funded by the Friends of the Library's Nathan Anthony Adult Programming Fund.

Our Turnip Festival has now grown to the point of needing two spaces at the high school (the gym and the cafeteria) and included many varieties of locally grown produce and products, along with the famous Eastham Turnip! Marianne Sinopoli led the library staff and volunteers in the most successful Turnip Festival yet. In addition to the wonderful crafts and games available to children, a celebration of local literary talent is beginning to be embraced at the festival as well.

Fran McLoughlin and Marianne Sinopoli in our Youth Services Department continued preschool partnerships with outreach programs at the Cape Cod Children's Place and onsite visits from the Family School of Brewster. Youth Services staff also collaborated with the Eastham Elementary School in their Community Reads program and the Summer Reading Program, with the middle school's Book Bowl, and with students from the entire Nauset district at the Turnip Festival. This year, working with Town Clerk Sue Fischer, each child born in Eastham received a "Welcome Baby" kit. The trustees also introduced an



annual recognition award to each fifth grade graduate: a book!

Everyone at the library is thankful for the community support and involvement that has been crucial to our success, and includes the support from all its hardworking volunteers and the Friends of the Eastham Library – we thank you all!

The Trustees and the Capital Projects Committee continue working with P3 Project Manager Daniel Palotta, Architect Matt Oudens and the crew from Nauset Construction on the final stretch of the building of our new library. The library should be complete by the end of April. We will begin moving furniture and the collection soon after, and look forward to water being turned on in the building before we can open to the public. When we do open, the building will be a Leadership in Energy and Environmental Design (LEED) building and will offer a fantastic collection of books, magazines and media, as well as state of the art technology, ranging from a fabulous sound system, to a laser projection system, to technology for the hearing and vision impaired — all thanks to the planning and design work done by IT Director Ed Rohmer, Video Services Coordinator Mike Caliri, and funding from the Eastham Library Building Fund, Inc.

While we anxiously await the grand opening ceremony for the new library, please take a moment to reflect on what a new library will mean to Eastham and share those thoughts with a member of the Board of Library Trustees or library staff. The library belongs to all Eastham citizens and its programs and services should reflect your hopes and dreams.

Respectfully Submitted,

Ed Harnett, Trustee  
Sharon Krause, Trustee  
Norma Marcellino, Trustee  
Dave Payor, Trustee  
Mary Shaw, Trustee  
Debra DeJonker-Berry, Library Director

**Library Statistics for FY15**

**Staff:** 3 full-time, 3 part-time

**Hours open per week:** 38

**Holdings (books, videos, audio, magazines, newspapers, museum passes, downloadable formats, databases):** 53,609

Circulation: 63,669

**Registered Borrowers:** 7,485

**Registered Borrowers who are Eastham residents:** 2,916

**Interlibrary loans sent out:** 10,708

**Interlibrary loans received:** 13,245

**Programs:** 188

**Attendance at programs:** 3,399

**Volunteers:** 64

**Volunteer hours contributed:** 7,771

**Children who participated in Summer Reading Program:** 175

## NATURAL RESOURCES DEPARTMENT

Eastham experienced record snowfall and extremely cold temperatures in the beginning of the year. The Natural Resources Department spent many hours assisting the Department of Public Works with snow removal operations for the town through the end of March. We didn't see an improvement in the weather until early April.

We saw our first herring of the year making their way to Bridge Pond, Great Pond and Herring Pond at the beginning of April - this was very late because water temperatures remained low in Cape Cod Bay and there were ice flows until the middle of March. The numbers of fish migrating into the ponds to spawn were down slightly from previous years. Juvenile fish were observed migrating back to Cape Cod Bay until late November, much later than usual. Special thanks to the volunteers who spent their time counting the herring.

Red tide occurred late this year and the Nauset Estuary was closed from May 12th through June 10th. The Salt Pond remained closed longer as another biotoxin was observed in excess of established standards. This was a precautionary closure as scientists from Woods Hole studying the pond observed the biotoxin. Natural Resources Officers spent a great deal of time this year working with aquaculturists and enforcing the state's *Vibrio* plan, which regulates the handling of oysters in an effort to avoid foodborne illness due to consumption of raw oysters that have been contaminated by the naturally occurring bacterium *Vibrio parahaemolyticus*.

Shellfish permit sales remained steady and the following is a breakdown of sales:

Commercial	107
Taxpayer	835
Senior Taxpayer	516
Non-resident	40
One-week	285

The department's shellfish propagation efforts kicked off in April as 25,000 juvenile oysters were purchased and grown all summer November 1st was the first recreational harvest of oysters for the year in the Salt Pond River. We worked closely with Americorps cleaning and culling the seed. We purchased another 500 bushels of relay quahogs and planted them in Salt Pond and Town Cove for both recreational and commercial harvest. Additionally, we grew out 300,000 juvenile seed quahogs that were planted throughout the Nauset Estuary.

We would like to thank all the people, departments and agencies that assisted us throughout the year.

Respectfully submitted,

Michael J. O'Connor  
Natural Resources Officer

## OLD TOWN CENTRE HISTORIC DISTRICT COMMISSION

The Old Town Centre Historical District Commission's purpose is to review all new construction, reconstruction, alterations, movements and demolitions of all exterior architectural features of buildings and structures within the Historic District and visible from any public street, public way or public park. This also includes changes to outbuildings, fences, walls and some signs.

One of the goals of 2015 was the sending of a letter to all property owners in the Historic District (44 properties) to make the owners aware of the regulations and procedures as listed above in paragraph one. This goal was reached in the beginning of the year.

Another goal of the Commission was to obtain new members in 2015. With the help of the Search Committee, three new members were found, two of whom live in the Historic District.

The most serious issue that came before the commission in 2015 was the placement of solar panels on buildings in the district. The three cases outlined below all dealt with the application of solar panels. The commission met a number of times to draft a solar policy and reached a solution to each of the following cases:

**Case No. OTC2015-1** – Patricia Labranche, owner, of Eastham, MA, represented by SolarCity Corporation, sought a Certificate of Appropriateness under the Old Town Centre Historic District Commission by-law to install solar panels on the roof of the garage behind the main house for property located at 180 Locust Road, Map 12, Parcel 41A.

**Case No. OTC2015-2** – Mark Murzyn, owner, of Eastham, MA, represented by SolarCity Corporation, sought a Certificate of Appropriateness under the Old Town Centre Historic District Commission by-law to install solar panels on the south facing roof of the garage for property located at 230 Locust Road, Map 11, Parcel 69C.

**Case No. OTC2015-3** – James Cashin, owner, of Eastham, MA, represented by SolarCity Corporation, sought a Certificate of Appropriateness under the Old Town Centre Historic District Commission by-law to install solar panels on the roof of the house on property located at 25 Deborah Doane Way, Map 12, Parcel 22.

Respectfully submitted,

Jane Fischer, Chairman

## OPEN SPACE COMMITTEE

Town Meeting approved the Open Space Committee's application for funds to purchase the property on Widgeon Road known as Terrapin Cove. This property is a major nesting site for terrapins and, had it been developed, we would have lost this valuable habitat. With the help of the Audubon, who raised funds, and the Eastham Conservation Foundation, the town was able to protect this valuable resource.

The improvement plan for visitors' access to the Sandy Meadow property has been completed by Department of Public Works and the Natural Resources Department. The parking lot has handicap parking and the main trail is handicap accessible. Our thanks to Neil Andres, head of the DPW, for his help in completing this project.

The Open Space and Recreation Plan is now complete and posted on the town website. Thanks again to Deputy Natural Resource Officer Dick Hilmer who was instrumental in writing the plan and Shana Brogan who did the edits.

A special thanks to Steve Smith and Bob Cook who each completed three terms on the OSC and had to go off for a year. Bob has continued to attend our meetings and it's the committees hope he will be reappointed this June.

The committee welcomes the addition of Mike Harnett. Mike is Conservation Commission representative to the OSC and also serves on the Forest Advisory Committee.

Finally, we would like to thank those volunteers who help us throughout the year, keeping our trails open, safe, and free of debris.

Respectfully submitted,

Robert Gurney, Chair

# PLANNING BOARD

The following information summarizes the activities of the Town of Eastham Planning Board for 2015.

The Planning Board acted on 13 applications, distributed as follows:

Residential Site Plan Approvals	9
Special permits	1
Approval Not Required (ANR) Plans	3
Subdivisions	0

In addition to regularly scheduled meetings, the Planning Board also held five workshops to review the proposed Groundwater Protection Regulations. The proposed regulations will establish a Groundwater Protection Overlay District. The establishment of this district will create the regulatory framework that will allow the town to properly manage and protect the public water supply by regulating the types of activities that can take place within the areas that impact the public water supply (i.e. Zone II). The regulations are scheduled to appear on the 2016 Annual Town Meeting Warrant.

The Planning Board also worked with town staff on implementing elements of Eastham's new sign bylaw (adopted at the 2014 Annual Town Meeting).

The Planning Board would like to thank Lee Verrone for his service on the board. Lee served on the board for several years prior to his resignation. The Planning Board would also like to acknowledge the passing of Howard Sandler whose long term service included several years as chairman.

We are fortunate that the board is comprised of an excellent team of concerned and talented Eastham residents who work to help shape the future of our community.

Respectfully submitted,

Daniel P. Coppelman, P.E., Chair

## **PLANNING DEPARTMENT**

The Planning Department provides staff support to the following boards and committees:

- Planning Board
- Zoning Board of Appeals
- Community Preservation Committee
- Eastham Affordable Housing Trust
- Historical Commission
- Old Town Center Historic Commission
- Barnstable County HOME Consortium

Town staff regularly attends monthly meetings, hearings and workshops to assist the boards and committees in carrying out their charges. Staff provides reports and performs research and analysis on various subjects. During 2015, the department completed several initiatives in cooperation with Town departments, regulatory and advisory committees:

- Development of proposed Groundwater Protection District Regulations
- Update to Board of Selectmen Affordable Housing Policy
- Live data connection of historical structures inventory to MA Historical Commission website
- Revisions to the Zoning Board of Appeals Rules and Regulations and application forms
- Creation of municipal water project website
- Update and enhancement of licensing applications and procedures
- Assistance with recreation long-range planning and analysis

The Planning Department also stewards the town's Geographic Information System (GIS). Use of web-based mapping and database applications such as Maps Online and PeopleForms has been expanded to enhance the transparency and efficiency of town services. This work routinely involves collaboration with other departments to ensure that the town's inventory of natural resources and municipal infrastructure is accurately maintained.

Respectfully submitted,

Paul Lagg, Town Planner

## POLICE DEPARTMENT

This year was a very active year for the Eastham Police Department and for the Town of Eastham. In September, the department welcomed back Officer Jordan Proudfoot from 22 weeks of training at the Regional MPTC Police Academy in Plymouth. The department also had two officers leave the department in 2015. Officer Norman Sylvia retired from the department in December after 28 years of service, and Officer Stephen Lucier transferred back near his home town to take a position with the Ayer Police Department after three years of service in Eastham. The department hopes to replace both officers in the early part of 2016. Our water project and traffic related issues pertaining to the detours occupied much time and effort as we did all we could to keep the congestion and delays to a minimum. On many days we had an additional 10-12 officers working in town from our department and various other police departments as they assisted us with our water project efforts. In September of this year we conducted another successful 11-week Citizen Police Academy which was attended by 14 residents of the Eastham community. The Academy once again provided an opportunity for officers to share experiences with residents in a setting which allowed for outstanding conversation and in-depth discussions on police operation in Eastham. The Eastham Police Facebook page continued to provide our "followers" with up-to-date information relating to incidents and other activities that the department is involved with. Our increase of outreach through Facebook continues to emphasize our commitment to excellent customer service to its residents through increased communication through Social media. The CODE RED software program also was initiated in 2015 and now allows for town-wide notifications through the web-based program. The program is administered by the police department and residents can register their cell phones and email address by going to the police or town website and look for the CODE RED logo. This program proves to be a great tool for communicating with all residents at once with important information as needed.

Traffic and traffic related issues continued to be a primary mission for the department. Much of this can be attributed to the emphasis placed on highway safety and traffic enforcement. We continue to pursue traffic safety grants awarded through the State of Massachusetts Office of Highway Safety. These grants are awarded to pursue drunken driving enforcement, seatbelt use, as well as all other general traffic violations. Grants were also received for improvement of our 911 Communications Center. Through these 911 training and incentive grants the dispatch center continues to see improvements and upgrades including emergency medical dispatch and increased training and career development. This past year we also applied for and received a Federal Justice Assistance Grant for the purchase of a live scan fingerprint machine. The grant was for \$23,000.00 dollars and at no cost to the town allows for immediate checks for those fingerprinted with this machine. This technology will assist with identifying individuals conclusively through several checks to include the FBI, Homeland Security and Federal Immigrations services.

The Eastham Police continue to be active in community outreach programs such as the Neighborhood Watch Program which is a part of "Triad", a coalition of our Eastham Council on Aging and Eastham Public Safety (Police & Fire / Rescue). Co-Directors Larry Dibona and Dot Reid retired from the group as their leaders this past December but will stay on as participating members of this wonderful group. Officer Josh Adams will continue to meet and lead this group along with the many volunteers

to this program. To date the community is divided into eight regions with 93 block captains. The block captains represent more than 2,150 residences in town. If interested in the Neighborhood Watch Program, please contact Officer Adams.

Due to the recent increase of heroin use Cape wide, and in addition to the department now training all our officers in administering NARCAN, we also are working with Gosnold to provide outreach services to those individuals and families affected by this addictive drug. If looking for assistance and outreach residents should contact Det. Bohannon or Gosnold directly and ask for their outreach counselor.

Officer Diana Back continues to be assigned as the School Resource Officer for the Nauset Regional High School with her position funded through the Nauset School District. Officer Back does an outstanding job in working with school officials to deal with police-related issues in the schools, provide education on laws, drug awareness and the dangers of alcohol abuse. She also works to create a positive relationship with the young people of the region by forging day-to-day personal relationships between the police and the youth by promoting a better understanding of the police role in the community. In addition she assists with general school safety issues and assists with the organization of the Emergency Lockdown Drills as well as assist school administration with general emergency planning. In addition to Officer Back, Sgt. Schnitzer continues to represent our community in chairing the Nauset School District Emergency Operations Safety Committee. Within that role Sgt. Schnitzer continues in a leadership role as he works with representatives from the other Nauset communities reviewing our emergency operational plans. This past year the new CRISIS GO app was initiated for assistance during emergencies and funded by the Nauset District. This new software will be fully operational in the winter of 2016 and will assist with providing vital information and notifications during an extreme emergency in the schools. We continue to work tirelessly to assure our students are kept safe.

Other community programs include our daily reassurance program to those Eastham seniors who want daily communication with our department to assure their well being. We also provide child safety seat installation assistance for proper installation of child safety seats in all vehicles. We were awarded a grant to allow us to provide safety seats for those families in need. Officer Josh Adams is specially trained in these installations and will assist any resident with the proper installation of these life-saving child seats as well as the allocation for those who qualify. He can be reached at our regular number for an appointment. The department also offers the checking of vacant houses with the program "Operation Housecheck." Any resident who is interested in having their vacant home checked by the police department may sign up for this service on our website or by calling us at our regular number. This service is typically utilized during the winter off-season when many homes are vacant.

Other services and programs can be acquired through our website @ [eastham-ma.gov](http://eastham-ma.gov) and clicking on Emergency Services.

I look forward to continuing our dedicated and committed service to the Town of Eastham in 2016 "In Partnership with Our Community."

Respectfully Submitted,

Edward V. Kulhawik



# TOWN REPORT 2015 FOR POLICE DEPARTMENT COMPLAINTS RECEIVED AND/OR INVESTIGATIONS AND SERVICES PROVIDED

Assault . . . . .	7
Arson . . . . .	0
Assault/Deadly Weapon . . . . .	0
Assault/Battery . . . . .	2
Attempted Burglary. . . . .	1
Burglary/Force/Non-Force . . . . .	6
Burglar Alarms . . . . .	233
Larceny/Forgery/Fraud . . . . .	65
Larceny/Motor Vehicle . . . . .	0
Unauthorized Use/MV . . . . .	0
Identity Theft . . . . .	8
Counterfeiting/Forgery . . . . .	0
Vandalism . . . . .	14
Weapons Violation . . . . .	0
Sex Offense . . . . .	4
Narcotics Violation . . . . .	11
Narcotics Investigation . . . . .	18
Protective Custody . . . . .	24
Harassment . . . . .	21
Trespassing. . . . .	10
Missing Person . . . . .	9
Lost/Found Property . . . . .	154
Town Bylaw Violation . . . . .	47
Dead Body/Death . . . . .	3
Suicide . . . . .	1
Illegal Trash Disposal . . . . .	6
Warrant . . . . .	27
Suspicious Incident. . . . .	202
Civil Dispute . . . . .	64
Domestic. . . . .	73
209A Violation. . . . .	6
209 A Service . . . . .	28
Abandoned Motor Vehicle. . . . .	5
Miscellaneous Traffic . . . . .	138
Hazard . . . . .	72
Minor Accident . . . . .	75
Animal Complaint/Investigation . . . . .	285
Summons Served. . . . .	17
House Check . . . . .	534
Business Check . . . . .	5107
Directed Deterrents . . . . .	3552
Lock Out . . . . .	45
Escort . . . . .	4
Fingerprint Person . . . . .	21
Noise Complaint . . . . .	100
Assist Resident. . . . .	322
Assist to Police Dept. . . . .	195

Transportation . . . . .	51
Message Delivery . . . . .	32
Assist to Motorist . . . . .	25
Disabled Motor Vehicle . . . . .	156
Reassurance Check . . . . .	182
Well Being Check . . . . .	166
Hunter Complaint . . . . .	1
Miscellaneous . . . . .	154
School Incident . . . . .	80
School Services . . . . .	297
Assist Fire Dept. / Rescue . . . . .	850

## **MAJOR VEHICLE INCIDENTS**

Motor Vehicle Stops . . . . .	3009
Major Motor Vehicle Crashes Major . . . . .	107
Motor Vehicle Initiated Arrests . . . . .	62
OUI . . . . .	28
MV Complaints . . . . .	138
Truck Enforcement . . . . .	1

<b>911 Call Volume . . . . .</b>	<b>2982</b>
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## **TRAFFIC ENFORCEMENT**

Motor Vehicle Warnings . . . . .	994
Civil Infractions/Complaints . . . . .	223

## **REPORT COPIES/FIREARMS PERMITS**

Copies of Reports . . . . .	270
FID Cards . . . . .	5
Pistol Permits . . . . .	83
Machine Gun Permits . . . . .	1
Dealer Permits . . . . .	2

## DEPARTMENT OF PUBLIC WORKS

The Department of Public Works is responsible for the maintenance of roads, grounds, beaches and operation of the transfer station. The DPW provides assistance to police, fire, natural resources, building, and other departments when skilled labor, trucks, and heavy equipment are needed.

The record snow and cold of this past winter was trying for us all. DPW staff put in many long hours keeping Eastham's roads passable. Per town meeting, the DPW began implementation of the plowing of private roads. A phased approach beginning with paved roads in good condition was implemented. Groundbreaking for Eastham's new-town wide water system has added challenges for long-term roadway restoration. An Asset Management Program was implemented to maximize the value of the significant investment which will be required.

It was a challenging year at the transfer station. Eastham's long-term waste disposal contract with the SEMASS incinerator expired and we began the first year of a ten-year contract at almost twice the tip fee. Changes in the operation of nearby transfer stations resulted in record increases of waste from commercial haulers. Long waits to tip at SEMASS and summer traffic made the operation of the transfer station difficult. Due to the collapse of the recycling market, receipts from the sale of materials no longer cover the cost of transportation.

### **Projects accomplished by the Public Works Department:**

1. Roads: Sweeping, catch basin cleaning, patching, crack sealing, line painting, brush cutting, mowing, litter removal, and preparation for resurfacing.
2. Met with developers and engineers for review and approval of various plans and construction including town water project.
3. Maintaining, cleaning, trash removal, and replenishing sand on all beaches along Cape Cod Bay, maintaining all town landings and replacement of pavement washed away by storms.
4. Tree trimming and removal of hazard trees.
5. Petition hearings, revisions, and approvals of utility companies' plans and utility street opening permit requests for conformance with regulation.
6. Inspection of private roads which have been petitioned for acceptance by the town as public ways.
7. Maintaining and cutting all grassy areas on town-owned properties.
8. Snowplowing, salting, and sanding of all town roads. It should be noted that the town does not hire outside contractors to plow its roads. All roads are plowed by the Department of Public Works and Natural Resources Department employees.
9. Over the course of a rough winter, Rock Harbor dredging was substantially completed.
10. Installed three storm water drainage systems.
11. Completed site work for a new water tower and well sites.

12. Coordinated improvements to municipal radio system and remote site internet in conjunction with a cell tower upgrade behind the Police Department.
13. Windmill Green improvements including major electric upgrades, irrigation system restoration and turf improvements.

**Current Projects Under Design/Planning:**

- Meetinghouse Road drainage installation began in preparation for reconstruction.
- Contracts for replacement of two culverts on Dyer Prince Road were awarded.
- Permits were obtained for culvert replacement, drainage improvements, and reconstruction of a section of Governor Prence Road west of Route 6.
- Route 6 storm water discharge to Salt Pond drainage improvements under design.
- Campground Beach, Shurtleff Road culvert under design.
- Bay Road stairs under design.

Respectfully submitted,

Neil Andres, Superintendent

## RECREATION COMMISSION

The mission statement of The Town of Eastham Recreation and Beach Department is to provide and promote year-round activities that enhance the quality of life of its participants.

### **New Recreation Programs, Field Trips and Special Events:**

- February Vacation 2015 took Eastham Rec tubing at Nashoba Valley and to Boston for Frozen on Ice! Both trips were jam-packed with lots of fun and lots of laughs. April vacation was full of softball clinics and fishing derbies.
- Pickle ball courts were lined out on the basketball court this past spring. We were happy to see the courts well-used and enjoyed.
- Summer 2015 was full of special events and programs: annual kids dinner at Arnold's, annual Tug-of-War Night at First Encounter Beach, Kids Karaoke on the Windmill Green, Adventures in Clamming Day, Junior Lifeguarding, Paddle Boarding with the Pump House Surf Shop, beach volleyball, beach chess and checkers.
- The recreation department continues to grow its Recreation-Leader-In-Training program. This summer program focuses on individuals, ages 13 - 17, who are interested in becoming better leaders. They work with and assist the counselors in the planning and administering of the daily activities of over 70 children.
- On early dismissal days in the fall, Eastham children traveled to Bourne and Fair Haven. In October, we biked the canal and enjoyed a pizza lunch in the Railroad Bridge Park. In November, we spent the afternoon roller skating in Fair Haven.
- The year ended with (25) Kindergarten thru sixth graders enjoying a fun-filled December morning of ice skating, bowling and pizza.

### **Continued Recreation Programs and Special Events:**

K- 6 Basketball	Swim Lessons	Fall Soccer
Middle School Basketball	Swim Team/Meets	Field Hockey
High School Basketball	Summer Basketball	Bike & Hike
Jump Rope	Summer Rec Program	Fall Tennis
Fishing	Stand-Up Paddle Board	Annual Egg Hunt
Softball	Beach Chess & Checkers	Annual Duck Race
T-Ball	Beach Volleyball	Annual Ice Skating

### **Local Partnerships:**

Arnold's Restaurant	Idle Times Bike Shop	Captains Quarters
Red Barn Pizza	Little Capistrano Bike Shop	Town Crier Motel
Ben & Jerry's	Hole In One Donut Shop	Nauset Ice Cream
ACE Hardware	Orleans-Eastham Elks	Willy's Gym
Papa Gino's	Pump House Surf Shop	Orleans Bowling Center
Church of the Holy Spirit	Charles Moore Arena	United Methodist Church

Thank you to all of the above businesses for their support of Eastham Recreation. A special thanks to Bourne Recreation for the use of their building (on numerous occasions) and their continued partnership on field trips and events.

**Future Projects:**

The recreation department has hired a consultant to explore future active recreation sites and programs. The proposal includes the rehabilitation of the Field of Dreams. Plans are to update the basketball court and the playing field and to add new pickle ball courts and playground apparatus.

**Thank you!**

Special thanks goes to the volunteer coaches, chaperones, players and participants, parents, guardians, friends and fans! Without their support, dedication and inspiration all of the programs and events would not be as successful.

Respectfully submitted,

Edmund Casarella (Chair)  
Edward Jordan  
Robert LaBranche  
John Mayer  
Brent Warren

## **SEARCH COMMITTEE**

The Search Committee is charged with facilitating the process of filling openings on Eastham's committees, boards and commissions. The committee provides the public with information about openings, reviews applications, and arranges applicant interviews with a panel consisting of the chair of the relevant committee, the Board of Selectman liaison to that committee, and a Search Committee representative. An appointment recommendation is then sent to the Board of Selectmen.

The committee conducted an open house at town hall for prospective volunteers on April 25, 2015 and recruited at the Nauset Newcomer meeting on September 9. We also sent two articles to be included on the Eastham page of the Cape Codder newspaper announcing committee openings.

The Search Committee sent a request to each committee chair for a brief description of the activities and responsibilities of the committee for inclusion in an Eastham Committee Brochure to be produced in 2016.

Sixty eight appointments were made in 2015 to Eastham's committees, commissions, and boards.

Respectfully submitted,

Jessica Dill, Search Committee Chair

## SUPERINTENDENT OF SCHOOLS

Eastham Elementary School is very thankful to the citizens of Eastham who approved funding to update their computer lab with Smart Board Technology and 30 new laptops. This enabled students of Eastham to pilot the PARCC test, making Eastham Elementary one of the few schools on the Cape to participate in this testing. PARCC test results showed moderate growth in ELA and Math. Students averaged *Above Average* as compared to other students in the state taking this new exam. We will continue to pursue growth in all areas for our students making them well-rounded individuals and future caring citizens.

Eastham Elementary School continues to build partnerships throughout its community and beyond. Eastham students and community members participated in the Veterans' Day walk to the Salt Pond Visitors Center. Police and fire departments are working closely with the elementary school principal to provide fire safety talks for students as well as emergency safety plans. The school is planning to work with the Eastham Improvement Council and the Eastham School Community to repair the basketball court area and replace some aging playground equipment. AmeriCorps will begin a restoration project cleaning up the outdoor classroom area behind the school. The annual Spelling Bee at the Eastham Council on Aging is always a wonderful event for everyone, making intergenerational connections for both students and seniors. Community involvement of parents and citizens is greatly appreciated.

Nauset High School and Nauset Middle School students continue to achieve outstanding MCAS scores. Student growth is evident in all areas and this can be attributed to our dedicated teaching staff and their tireless efforts to help students reach their potential and beyond.

Last year Nauset High School deployed new iPads to all students in its freshmen class and expanded that initiative to all the other grade levels this past fall. Staff and students use the device for creating, communicating, collaborating, organizing, researching, and problem-solving. Embedding technology into core curriculum in all subjects is an attainable goal.

Nauset High School has submitted a Statement of Interest (SOI) to the Massachusetts School Building Authority to assist with some very substantial needs at the facility. The Capital Asset Subcommittee, working with the administration, has met regularly to address and prioritize the needs going forward.

I am pleased to tell you that Nauset Regional High School is in the consideration phase to offer the International Baccalaureate Diploma Programme. The IB Diploma Programme will offer further opportunities for students in Grades 11 and 12. If the school is accepted into the program, eight teachers have been identified and will be trained in this exciting new program.

At Nauset Middle School the Summer Science and Technology Institute completed its second year with 42 students participating. Students learned about the importance of clean water for food and fishing, enjoyed hands-on experience building and programming robots, tested water quality in various ponds, cooked food from fresh produce and built air conditioners with recycled goods. Mandarin Chinese classes are now being offered at the Middle School to seventh and eighth grade students.



Subcommittees have been established for bus transportation and renewable energy to look at viable ways to save money for our citizens. Quarterly meetings have been scheduled with town administrators and accounting managers and these keep our towns updated on our schools. A Substance Abuse Task Force has also been established and will meet regularly to explore ways our schools can help with this very real issue. I wish to thank School Committee members and community members who are donating their time and efforts as members of these committees.

In my first year as superintendent, I have been looking at all systems and ways we can improve, never staying still, but moving forward with new visions and goals. In my decision-making process for any major change, I will reach out to all stakeholders as their input is invaluable. I thank the School Committees, the parents and the community for their unwavering support for education in our communities. We are so grateful for all the support and assistance we receive from so many individuals and community groups. I am honored and privileged to be the Superintendent of the Nauset Public Schools and am committed to continued excellence in our schools.

My door is always open and I look forward to hearing your thoughts and ideas.

Respectfully submitted,

Thomas M. Conrad  
Superintendent

## **TOWN CLERK**

In 2015 Eastham became the first town on Cape Cod - and one of only a handful state-wide - to implement electronic voting at town meeting. The Electronic Voting Committee spent considerable time and effort to ensure that every aspect of the town meeting process proceeded smoothly and judging by the positive response from town meeting attendees the committee was more than successful. The check-in process was quick with no one waiting in line and voting was private and swiftly tabulated. Thanks also to those workers who spent extra time training and then executing the electronic voting process!

Another first for Eastham was also approved at the 2015 annual town meeting - the establishment of a town-wide municipal water supply and water distributing system. The meeting, attended by 702 voters out of a possible 3,947 Eastham residents registered to vote, was held on May 4.

A total of 709, or 18.0 percent, of the town's registered voters turned out to elect a new selectman, William O'Shea, at the annual town election held on May 19. Also elected were Sarah Blackwell, Nauset Regional School Committee; Mary L. Sette, Elementary School Committee; David Payor, Library Trustee and Mary Beth O'Shea, Gerald E. Cerasale and Lisa M. Radke, Housing Authority. Voters also approved an increase in real estate and personal property assessment. Thanks again to the poll workers, registrars and wardens for their excellent work on elections.

In 2015 the town clerk's office issued 986 dog licenses, 145 business licenses, 1,181 rental permits, 12 raffle permits, 105 yard sale permits and processed 440 parking tickets and 56 bylaw violation citations. There were 24 births and 71 deaths recorded in Eastham in 2015. There were also 49 marriages - a record for the town.

The town clerk had the privilege of collaborating with the town librarian in a new program designed to welcome children born during the year to Eastham residents. New parents were presented with birth certificates and an assortment of gifts and books donated by the Friends of the Eastham Library with the support of the Library Trustees.

As the town clerk's office is charged with the care and preservation of the town's vital records and documents, the town clerk enrolled in and successfully completed an archival records program offered through Simmons College in Boston.

### **Notes from the Past**

At the School Committee Meeting on September 28, 1918 the members voted that the schools be closed until further notice on account of the influenza epidemic. The committee also voted that the salaries of the teachers be increased \$1 per week beginning with the fall term.

**TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015**

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**TOWN OF EASTHAM  
ANNUAL TOWN MEETING WARRANT**

**AND FINANCE COMMITTEE REPORT AND  
RECOMMENDATIONS  
7:00 P.M.**

**MAY 4, 2015**

**NAUSET REGIONAL HIGH SCHOOL GYMNASIUM**

**ANNUAL TOWN ELECTION  
MAY 19, 2015**

**POLLS OPEN 7:00 A.M. - 8:00 P.M.**

**EASTHAM TOWN HALL  
2500 STATE HIGHWAY  
EASTHAM, MA**

**FOR COPIES OF THIS WARRANT IN LARGER PRINT  
OR ON TAPE, PLEASE CALL 508 240-5900.**

**Also available on the town website  
[www.eastham-ma.gov](http://www.eastham-ma.gov)**

**Please bring this warrant to Town Meeting**

## TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015

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6	VISITORS SERVICES BOARD	7
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TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015

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TOWN OF EASTHAM  
ANNUAL TOWN MEETING WARRANT

Commonwealth of Massachusetts  
Barnstable, ss. ~

To: Either of the Constables of the Town of Eastham  
In the County of Barnstable

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in Elections and Town affairs to meet at the Nauset Regional High School Gymnasium, Monday, the fourth day of May, Two Thousand and Fifteen, at Seven o'clock in the evening, then and there to act on the following articles in this Warrant and to meet in the Eastham Town Hall at 7:00 a.m. Tuesday, the nineteenth day of May next, then and there to elect the following Town Officers:

Board of Selectmen	One Three-year term (Vote for one)
Library Trustee	One Three-year term (Vote for one)
Elementary School Committee	One Three-year term (Vote for one)
Housing Authority	One Four-year Term (Vote for one) One Two-year Term (Vote for one) One Three-year Term (Vote for one)
Nauset Regional School Committee	One Three-year term (Vote for one)

and to act on the following questions:

QUESTION 1

Shall the Town of Eastham be allowed to assess an additional \$ **850,000** in real estate and personal property taxes for the purposes of funding the operating and school budgets for the fiscal year beginning July 1, 2015?

**POLLS OPEN 7:00 A.M. AND CLOSE AT 8:00 P.M.**

## TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015

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### FINANCE COMMITTEE REPORT

The role of the Eastham Finance Committee under our Town Charter is to provide recommendations to the citizens of the Town on articles and questions presented in the Town Warrant. We consider each warrant question and article carefully, seeking and receiving the input of appropriate committees, consultants, departments, and interested parties before discussing each issue and reaching our conclusions. We encourage the public to attend our meetings, which are posted online and in the Town Clerk's office.

This year's warrant contains a number of items that are important to the future of Eastham, four of which are particularly critical: Question 1 (\$850,000 override), Article 8 (Municipal Water Supply), Article 7 (Seasonal Rental Room Tax), and Article 18 (Amending the bylaw prohibiting vehicles on the beach).

Question #1 requests an \$850,000 override to fund expenditures in Article 12, which is the municipal and school operating budgets, and various other articles included in the warrant, such as the Chamber Grant, plowing of private roads, laying out of Hay Road, the Tri Town Decommissioning Design Funding and OPEB Trust funding. Town management has done an excellent job in managing Eastham's finances and it has been four years since an override has been requested. The Finance Committee (6-0) recommends approval of this question.

Article 8 provides for the expansion of the municipal water system, beyond the "backbone" begun in 2014, to the remainder of the town. The debt exclusion for this work has been approved. This is the only water article on the warrant and is necessary to complete the development and installation of a town wide municipal water system. The system cost estimates are still valid, and the town has been awarded low interest loans with the State Revolving Loan Fund (SRF). The maximum interest rate on such loans for a thirty-year term is 2%. We may receive a lower interest rate and some amount of principle forgiveness, as a qualifying entitlement community. The Finance Committee (6-0) recommends approval of this article.

Article 7 provides for an expansion of the Room Occupancy tax to provide equity with respect to motels and cottages, while delivering revenues needed by the Town through a mechanism other than property taxes. Though not unanimously supported by the finance committee (5 to 1 in favor), the majority felt that this could provide a source of additional funds (estimated up to \$800,000 annually) to meet future town needs in lieu of increasing property taxes.

Article 18 was recommended this year by the selectmen in a 3-2 vote. This Article amends the 37-year-old bylaw prohibiting vehicles on the ocean beaches located south of Coast Guard Beach in Eastham. The Finance Committee feels strongly that the towns of Eastham and Orleans need to reach an agreement regarding equal treatment for taxpayers of both towns to the area referred to as Nauset Spit, prior to any attempt to change the current Eastham bylaw. Any agreement must allow Eastham taxpayers access to the land located within the Town of Eastham under the same terms and conditions as Orleans taxpayers currently enjoy. Without such an agreement, the Finance Committee members consider the bylaw change to be premature. Furthermore, as currently structured, if this article passes as an amendment to the current bylaw, it takes the voting, veto power away from Town Meeting, and gives it solely to the Board of Selectmen. As such, the Finance Committee recommends unanimously the defeat of this article.

Respectfully Submitted,

Russ French, Chair

Michael Hackworth, Vice Chair

Brian Eastman, Clerk

Aimee Eckman

Fred Guidi

John Knox

Arthur Autorino

Susan Beyle

William O'Shea

# **TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015**

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## **ARTICLE 1**

To see if the Town will vote to raise and appropriate or transfer from available funds **\$1,700** for Greenhead Fly Control as authorized by G.L. c.252 §24, and authorize the Town Treasurer to pay said appropriation into the State Treasury; or take any action relative thereto.

By Board of Selectmen

Summary:

This is a standard article to appropriate money to pay the Town's share of the Greenhead Fly Control Program.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

*(Majority vote required)*

## **ARTICLE 2**

To see if the Town will vote to assume liability in the manner provided by G. L. c. 91, §29 and 29A for all damages that may be incurred by the Department of Environmental Protection of Massachusetts for the improvement, development, maintenance and protection of tidal and non-tidal rivers and streams, great ponds, harbors, tidewaters, foreshore and shores along a beach, in accordance with G. L. c. 91, §11, and authorize the Selectmen to execute and deliver a bond of indemnity therefore to the Commonwealth of Massachusetts; or take any action relative thereto.

By Board of Selectmen

Summary:

All Massachusetts municipalities indemnify the DEP for work in the local communities with this standard article.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE: RECOMMENDATION: 6-0

*(Majority vote required)*

## **ARTICLE 3**

To see if the Town will vote pursuant to G. L. c.71, §16B to elect to reallocate the sum of regional school member towns' contributions to the Nauset Regional School District in accordance with the Regional Agreement rather than the Education Reform Formula, so-called, for fiscal year 2017; or take any action relative thereto.

By Nauset Regional School Committee

Summary:

This article will apportion the Nauset Regional School Assessments for FY17 to the four member towns based on their proportionate enrollment within the school district. This is the method provided within the inter-municipal agreement approved by the four towns establishing the Nauset Regional School District, and has been applied in each of the last ten years by town meeting vote.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

*(Majority vote required)*

## **ARTICLE 4**

To see if the Town will vote to reauthorize revolving funds, as listed below, for certain town departments under G.L. c.44, §53E ½ for the fiscal year beginning July 1, 2015; or take any action relative thereto.

## TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015

<b>Revolving Fund</b>	<b>Authorize to Spend Fund</b>	<b>Revenue Source</b>	<b>Use of Fund</b>	<b>FY16 Spending Limit</b>
<b>Recreation – Bottles &amp; Cans</b>	Recreation Director	Collection & Redemption of Bottles & Cans	Beach & Recreation Programs	\$ 7,500
<b>Home Composting Bin/Recycling Revolving Account</b>	BOS or designee	Sale of Compost Bins	Purchase additional bins & advertise their availability	\$ 750
<b>Vehicular Fuel Sales Revolving Account</b>	BOS or designee	Sale of fuel to other government entities	Purchase additional fuel for sale to other government entities	\$ 50,000
<b>Council on Aging/Lower Cape Adult Day Center Revolving Acct</b>	COA Director	Funds from fees, charges for COA programs and performances	Pay for additional COA programs and performances	\$ 11,000

By Board of Selectmen

Summary:

This statute requires annual authorization of revolving funds each year.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

*(Majority vote required)*

### ARTICLE 5

To see if the town will vote to accept G. L. c.71, §71F to authorize the town to establish an account for acceptance and expenditure of tuition payments received for nonresident students and students in foster care, to be spent without further appropriation, by the School Committee; or take any action relative thereto.

By Eastham Elementary School Committee

Summary:

This article allows the Eastham Elementary School to establish a fund into which fees, from non-residents whose children are enrolled in the pre-school program, will be deposited. Money will only be expended from the fund, for the preschool, with the approval of the Eastham School Committee.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 5-0-1

*(Majority vote required)*



## TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015

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### ARTICLE 6

To see if the town will vote to appropriate and transfer the sum of **\$10,000** from Fiscal Year 14 Hotel Motel Excise Tax (free cash so called), in accordance with Annual Town Meeting Article 26, May 4, 1998, to the Eastham Promotions Fund to be expended by the Visitor Services Board on the following items: Landscaping, lighting, and holiday decorations and general improvement on Windmill Green \$3,000, Flower Island support \$500, Summer concerts, \$6,500, and; or take any action relative thereto.

By Visitor Services Board

Summary:

This is an annual article to fund activities of the Visitor's Services Board, which enhance and promote tourism in the Town.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

*(Majority vote required)*

### ARTICLE 7

To see if the town will vote to authorize the Board of Selectmen to petition the Great and General Court to approve a Home Rule Petition generally in the form set forth below; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approves amendments to the bill before enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of the petition, and as follows:

AN ACT AUTHORIZING THE TOWN OF EASTHAM TO APPLY THE LOCAL OPTION ROOM OCCUPANCY EXCISE TAX TO ALL SEASONAL RENTAL PROPERTIES IN THE TOWN.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

SECTION 1. Notwithstanding the provisions of any general or special law to the contrary, in addition to the authority to impose a local excise tax upon any transfer of occupancy of any room or rooms as may be set forth in and authorized by G. L. c.64G, §3A or any other applicable law, as the same may be amended from time to time, commencing on the first day of January that begins after the effective date of this Act, the town of Eastham shall be authorized to impose a local excise tax upon the transfer of occupancy of any room in a seasonal rental property or other transient accommodations located within said town by any operator at the rate of four (4) percent of the total amount of rent of each such occupancy.

SECTION 2. For the purposes of this chapter, seasonal rental property or other transient accommodations shall mean a rental for a term of ninety (90) days or less. All other terms used herein shall have the same meanings as set forth in G.L. c.64G, §1, unless the context requires otherwise.

or take any action relative thereto.

By Board of Selectmen

Summary:

## TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015

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The rooms' tax currently only applies to rental accommodation in motels, hotels, and guesthouses with three or more rooms to let. Single-family homes and condominiums, which are an ever-increasing share of the vacation rental market, do not pay this tax. The result is an advantage to these private rentals. These visitors however, still draw heavily on seasonal services, as do visitors in other types of accommodation. This article, if passed, will allow the town, along with some others on the Cape who are seeking similar permission, to petition the legislature to pass a local law that will allow the town to institute and collect this tax. The town currently has on record more than 1200 rental units. The majority of these are short-term seasonal rentals. The estimate of potential revenue assuming ten (10) weeks occupancy at an average rent of \$2,000 per week is between \$500,000 and \$800,000. Rental periods of more than 90 days would not be taxed, thus preserving the rental market and the affordable rental market catering to residents.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 5-1

*(Majority vote required)*

### ARTICLE 8

To see if the Town will vote to establish a municipal water supply and water distributing system pursuant to G.L. c.40 §39A; and

to appropriate the sum of **\$85 million** for establishing such a system for the Town, including, without limitation, the taking or purchase of water sources or water or flowage rights, the taking or purchase of land or easements for the water system or for the protection of the water system, the construction and development of wells, the construction of water towers, the construction of buildings for water treatment and pumping stations, the laying and relaying of water mains, the purchase and installation of water meters, fire hydrants and other water department equipment, and design and engineering and other costs incidental thereto, and including without limitation all costs thereof as defined in G.L. c.29C, §1; and

that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$85 million and issue bonds or notes therefore under G.L. c.44 and/or G.L. c.29C of the General Laws; and

that the Treasurer with the approval of the Board of Selectmen is authorized to borrow all or a portion of such amount from the Massachusetts Water Pollution Abatement Trust established pursuant to G.L. c.29C and in connection therewith to enter into a loan agreement and/or security agreement with the Trust and otherwise to contract with the Trust and the Department of Environmental Protection with respect to such loan and for any federal or state aid available for the project or for the financing thereof; and

that the Board of Selectmen is authorized to enter into a project regulatory agreement with the Department of Environmental Protection, to expend all funds available for the project and to take any other action necessary to carry out the project; and

provided further that, pursuant to G.L. c.40, § 39A, the Board of Selectmen is hereby authorized to act as Water Commissioners and to exercise all of the powers of Water Commissioners pursuant to G.L. c.41, §69A; and

## TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015

provided further that the Town hereby accepts the provisions of General Laws Chapter 40, §42A through §42F to authorize the collection of water rates and to permit the deferral of payment of water use charges by certain homeowner/occupants; and

provided further, to authorize the Selectmen to petition the General Court to enact legislation as may be needed to permit the Town to assess privilege fees, establish a water enterprise fund and such other duties as are normally assigned to Water Commissioners, and further provided that the General Court may make any clerical or editorial changes of form only to the bill submitted by the Selectmen, and such other amendments to the bill submitted, as the Selectmen may approve before enactment by the General Court, and to authorize the Selectmen to approve amendments which shall be within the scope of the general public objectives of this petition; or take any action relative thereto.

By Board of Selectmen

### **SUMMARY:**

This Article will authorize the full installation of the municipal water system throughout the town. Previously, Town Meeting approved partial installation of the system, limited to that portion known as the “backbone” of the system. The total system installation will occur over ten years, but this article will provide for the continuation of work after the completion of this part, anticipated to be no later than December of 2017. (See system map and debt schedule at end of document.)

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

*(2/3rds Majority vote required)*

### **ARTICLE 9**

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$20,000** to the Other Post-Employment Benefits (OPEB) Trust Fund, established at the May 2014, annual Town Meeting, Article 7, pursuant to G.L. c. 32B, §20; or take any other action relative thereto.

By Board of Selectmen

### **Summary:**

This article seeks to appropriate funds into the established trust fund for future post-employment benefit costs (OPEB's). Towns are required to establish such Trust Funds and deposit monies, which may be used to pay the Town's share of retired employee's benefits, particularly Health Insurance.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

*(Majority vote required)*

### **ARTICLE 10**

To see if the Town will vote to fix the salary and compensation of all elected officials of the Town as provided by, G.L. 41, §41, as amended, and to raise and appropriate or transfer from available funds the following sums of money for salaries:

Moderator	\$ 500
Town Clerk	\$67,317
Selectmen (5) 2,000 each	\$ 10,000
<b>Total</b>	<b>\$ 77,817</b>

or take any action relative thereto.

By Elected Officials

### **Summary:**

## TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015

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All salaries in this article are level funded, with the exception of the moderator. The moderator stipend increased in this article from \$150 to \$500.

BOARD OF SELECTMEN RECOMMENDATION: 4-1

FINANCE COMMITTEE RECOMMENDATION: 6-0

*(Majority vote required)*

### ARTICLE 11

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$14,000** as a grant to the Eastham Chamber of Commerce to support operations of the Information Booth and further to appropriate the additional amount of **\$2,000**, said additional appropriation to be contingent upon a favorable vote to exempt said amount from the limitation on taxation pursuant to G.L. c59 §21C Proposition 2½ so called; or take any action relative thereto.

By Board of Selectman/Chamber of Commerce

Summary:

Annually the Town has supported a grant to the Chamber of Commerce to assist in paying for the operation of the Information Booth. This year the amount of the grant has been increased \$2,000 over FY15. This money is used primarily for staff salaries. The full amount requested of \$16,000 will be granted if the override is successful. Otherwise, the Chamber grant will be \$14,000. The Town continues to provide maintenance services and utilities to this town owned property.

BOARD OF SELECTMEN RECOMMENDATION: 4-0-1

FINANCE COMMITTEE RECOMMENDATION: 7-0

*(Majority vote required)*

### ARTICLE 12

To see if the Town will vote to act on the operating budget, including recommendations and reports of the Selectmen, Finance Committee and other Town Officials, and to see if the Town will vote to raise and appropriate or transfer from receipts reserved, and other available funds and accounts, the sum of **\$23,924,052** and further that a portion of that amount shall not take effect until after a positive vote to exempt from the limitation on taxes under G.L. c59 §21C (proposition 2 ½ so called); further to transfer from the dog receipts reserved (free cash so called) the additional sum of **\$2,500** to the Library, line item 65; or take any action relative thereto.

By Board of Selectmen

Summary:

Article 12 contains the operating expenses for the municipal departments including all three schools, (Eastham Elementary, Cape Cod Regional Technical High School, and Nauset Regional High School District). This year the total budget is up 4.9% and requires an operating override to be fully implemented. The Selectmen proposed override, included on the ballot part of this warrant, is to raise \$850,000 dollars. As we have done in the past with overrides, the actual funds are drawn as needed. Therefore, the full available taxing capacity is spread out over several years, so only the amount needed to balance the budget is assessed in any given year. The last operating override was in 2011 and projections of expenses and revenues predicted that an override would be needed four to five years afterwards, or 2015. The May 2015 override is expected to eliminate the need for additional revenue in the form of an override for a minimum of five years. Overrides, in the absence of new revenue sources, become the sole method by which communities with overwhelming reliance on property tax for revenue can maintain services. The cost of doing business increases each year, while the revenue increase in the form of taxes is limited to a 2.5% in the levy. The relationship between the tax levy increase and expense increases is not sustainable without periodic overrides, or other new or expansion of existing revenue sources.

## TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015

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An examination of the various sectors of the budget show modest increases. In the general government sector, the increase is less than 2%. Increases in other sectors of the budget are significantly higher, such as education and sanitation. There are specific reasons, which drive these increases. For example, the Nauset Regional School Assessment alone is up just under 10%. This is due to budget growth, but more significantly, to an increase in the Town's proportional share of the budget. Each member community's share of the budget is determined by the number of students from a particular town, as a percentage of the total number of district students from the four member towns. The proportional share changes in the last three years have resulted in significant increases in the Eastham assessment, even with the usual level of budget percentage increases. In this last year, our share of the budget increased from 21.10% of the budget to 23.52 %. That is an increase of 2.42%, but against a large budget, the dollar value is significant, more than \$300,000. The effect of this cannot be understated as the total new revenue available for the town this year is \$561,890. This includes \$436,890 in 2.5% levy increase allowed, and an estimated new growth amount of \$125,000. The town experiences increases in utility costs, fuel and insurance and wages. However, the most significant increases focus on the landfill monitoring costs, SEMASS trash disposal costs that increased from \$42/ton to \$60/ton in January 2015. Waste collection expense budget is up \$70,695 or 15.42%.

Library Salary includes partial year impact of additional staff that will be needed late in the fiscal year as the new facility comes online. The Debt and Banking Services sector of the budget has increased to accommodate debt related to the capital projects underway, including municipal water and the new library.

The budget includes continuation of all current programs and services at their current levels. It provides for the educational services as requested by all three school departments, and continues to cover the extraordinary, but short-term, municipal expenses related to the landfill testing, litigation, and mitigation efforts. The provision of municipal water in this critical area will reduce and ultimately eliminate the need for continued testing and mitigation.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

*(Majority vote required)*

# TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015

LINE #		FY15 APPROVED BUDGET	FY16 SELECTMEN'S BUDGET	FIN COMM REC
<b>GENERAL GOVERNMENT</b>				
1	SELECTMEN/TN ADMINISTRATOR OFFICE SALARY	387,720.00	\$387,649.00	6-0
2	SELECTMEN/TOWN ADMINISTRATOR EXPENSE	16,100.00	\$16,100.00	6-0
3	RESERVE FUND	65,000.00	\$65,000.00	6-0
4	TOWN ACCOUNTANT OFFICE SALARY	128,195.00	\$154,382.30	6-0
5	TOWN ACCOUNTANT EXPENSE	33,820.00	\$34,620.00	6-0
6	ASSESSOR OFFICE SALARY	195,479.00	\$190,994.50	6-0
7	ASSESSOR EXPENSE	25,777.00	\$25,230.00	6-0
8	TREASURER/COLLECTOR OFFICE SALARY	192,788.00	\$199,283.40	6-0
9	TREASURER/COLLECTOR EXPENSE	7,970.00	\$7,970.00	6-0
10	LEGAL SERVICES EXPENSE	80,000.00	\$80,000.00	6-0
11	DATA PROCESSING SALARY	147,148.00	\$151,060.60	6-0
12	DATA PROCESSING EXPENSE	134,754.00	\$138,755.00	6-0
13	TAX TITLE EXPENSE	7,000.00	\$7,000.00	6-0
14	CENTRAL PURCHASING SUPPLY & SERVICE	79,711.00	\$77,888.52	6-0
15	TOWN CLERK/ELECTIONS OFFICE SALARY	99,501.00	\$95,112.60	5-0-1
16	TOWN CLERK /ELECTIONS EXPENSE	9,890.00	\$10,740.00	5-0-1
17	NATURAL RESOURCES/CONSERVATION SALARY	332,415.20	\$331,355.04	6-0
18	NATURAL RESOURCES/CONSERVATION EXPENSE	27,284.00	\$26,841.00	6-0
19	ENVIRONMENTAL PLANNING/ HOUSING/GIS	72,630.00	\$78,852.80	6-0
20	ENVIRONMENTAL PLNG/ HSG/GIS EXPENSE	2,735.00	\$2,735.00	6-0
21	MUNICIPAL BUILDINGS SALARY	146,056.00	\$152,386.00	6-0
22	MUNICIPAL BUILDINGS EXPENSE	49,806.00	\$50,236.00	6-0
23	ENERGY FUELS EXPENSE	336,150.00	\$341,000.00	6-0
24	ENGINEERING & SUPPORT SERVICES EXPENSE	4,000.00	\$4,000.00	6-0
		<b>\$2,581,929.20</b>	<b>\$2,629,191.76</b>	
<b>PUBLIC SAFETY &amp; INSPECTIONAL SERVICES</b>				
25	POLICE SALARY	1,547,215.00	\$1,609,008.59	6-0
26	POLICE EXPENSE	143,010.08	\$145,500.99	6-0
27	FIRE SALARY	1,709,318.00	\$1,750,681.35	6-0
28	FIRE EXPENSE	130,880.00	\$127,730.00	6-0
29	FIRE CAPITAL EXPENSE	104,500.00	\$104,500.00	6-0
30	DISPATCHING SALARY	303,394.00	\$316,062.20	6-0
31	DISPATCHING EXPENSE	2,700.00	\$2,700.00	6-0
32	BUILDING/PLMBG/ELEC INSPECTION SALARY	211,519.00	\$207,842.78	6-0
33	BUILDING INSPECTION EXPENSE	3,049.00	\$3,049.00	6-0
34	EMERGENCY MANAGEMENT EXPENSE ( CIVIL DEFENSE)	100.00	\$100.00	6-0
35	TREE WARDEN EXPENSE/DUTCH ELM/INSECT PEST	420.00	\$7,590.00	6-0
		<b>\$4,156,105.08</b>	<b>\$4,274,764.91</b>	
<b>EDUCATIONAL SERVICES</b>				
36	ELEMENTARY SCHOOL OPERATIONS	3,778,336.00	\$3,528,246.00	6-0
37	NAUSET REGION CAPITAL ASSESSMENT	2,187.00	\$113,296.00	6-0
38	NAUSET REGION OPERATING ASSESSMENT	4,581,492.00	\$4,994,191.00	6-0
39	CAPE COD REGIONAL TECHNICAL SCHOOL	226,353.00	\$216,660.00	6-0
		<b>\$8,588,368.00</b>	<b>\$8,852,393.00</b>	
<b>PUBLIC WORKS &amp; SANITATION</b>				
40	GENERAL MAINTENANCE SALARY	517,645.00	\$501,614.50	6-0
41	GENERAL MAINTENANCE EXPENSE	118,911.00	\$131,087.00	6-0
42	GENERAL MAINTENANCE CAPITAL	15,500.00	\$0.00	6-0
43	SNOW & SANDING EXPENDITURES	48,660.00	\$51,612.00	6-0
44	STREET LIGHTING EXPENSE	7,600.00	\$7,600.00	6-0
45	WASTE COLLECTION & DISPOSAL SALARY	174,410.00	\$185,527.60	6-0
46	WASTE COLLECTION & DISPOSAL EXPENSE	458,332.00	\$529,027.00	6-0
		<b>\$1,341,058.00</b>	<b>\$1,406,468.10</b>	

# TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015

LINE		FY15	FY16	FIN
#		APPROVED	SELECTMEN'S	COMM
	HEALTH & HUMAN SERVICES	BUDGET	BUDGET	REC
47	VETERANS' GRAVE OFFICER	75.00	\$75.00	6-0
48	PUBLIC HEALTH SALARY	180,122.00	\$188,829.80	5-0-1
49	PUBLIC HEALTH EXPENSE	24,620.00	\$24,620.00	5-0-1
50	INSPECTION OF ANIMALS EXPENSE	250.00	\$250.00	6-0
51	COUNCIL ON AGING/ADC SALARY	244,064.00	\$250,698.16	6-0
52	COUNCIL ON AGING/ADC EXPENSE	19,831.00	\$21,140.76	6-0
53	VETERANS' SERVICES - EXPENSE	19,900.00	\$19,545.00	6-0
54	VETERANS' SERVICES - BENEFITS	12,300.00	\$13,000.00	6-0
55	HUMAN SERVICES AGENCIES	64,575.00	\$67,000.00	6-0
		\$565,737.00	\$585,158.72	
	CULTURE & RECREATION			
56	LIBRARY SALARY	227,270.00	\$250,026.50	6-0
57	LIBRARY EXPENSE	64,825.00	\$69,825.00	6-0
58	BEACH & RECREATION SALARY	270,457.00	\$279,497.10	6-0
59	BEACH & RECREATION EXPENSE	60,352.60	\$60,830.00	6-0
		\$622,904.60	\$660,178.60	
	DEBT AND BANKING SERVICES			
60	FIRE STATION	150,000.00	\$150,000.00	6-0
61	LIBRARY BOND.		\$225,000.00	6-0
62	INTEREST EXPENSE (LONG/SHORT TERM)	280,258.00	\$398,320.00	6-0
63	TAX ANTICIPATION NOTES/BANS	10,000.00	\$10,000.00	6-0
64	SEPTIC BETTERMENT LOANS	20,400.00	\$20,400.00	6-0
65	PURCELL LAND PURCHASE	40,000.00	\$40,000.00	6-0
66	EASTHAM ELEMENTARY SCHOOL RENOVATION	410,000.00	\$410,000.00	6-0
67	MUNICIPAL WATER P & I AND BANS	395,000.00	\$455,000.00	6-0
68	BANK FINANCING CHARGES	1,500.00	\$3,000.00	6-0
		\$1,307,158.00	\$1,711,720.00	
	OTHER EXPENSES (GENERAL GOVERNMENT)			
69	EMPLOYEE BENEFITS	13,500.00	\$13,500.00	6-0
70	BARN. COUNTY RETIREMENT ASSESSMENT	1,317,677.91	\$1,325,676.91	6-0
71	TOWN INSURANCE - UNEMPLOYMENT EXPENSE	10,000.00	\$10,000.00	6-0
72	TOWN INSURANCE - EMPLOYEE EXPENSE HEALTH	1,975,000.00	\$2,115,000.00	6-0
73	TOWN INSURANCE - TOWN PROTECTION (PROP & LIAB)	325,600.00	\$340,000.00	6-0
		\$3,641,777.91	\$3,804,176.91	
	TOTAL	\$22,805,037.79	\$23,924,052.00	4.9%

# TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015

## ARTICLE 13

To see if the Town will vote to raise and appropriate and/or transfer from available funds the sum of **\$746,300** to purchase the following capital items, make improvements to capital facilities as listed below; or take any action relative thereto.

By Board of Selectmen

Summary:

Article 13 is the annual capital acquisition list. All items on the plan have been shown on a previously approved five-year plan. We are continuing the acquisition of departmental vehicles on a three-year lease purchase program. Also \$150,000 is included here to continue the work on a Comprehensive Waste Water Plan.

This article will be funded using \$426,300 dollars of Free Cash, \$200,000 transferred from Ambulance Receipts, \$5,000 from the Boat Excise Receipts Reserved, and \$115,000 from the tax levy.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

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# TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015

9	INFO/WMILL	WINDMILL/INFO/ANCIENT CEMETERIES/BACKETT PORT	\$6,000.00	F
<b>SUB-TOTAL</b>			<b>\$6,000.00</b>	
	SCHOOL			
10		REPLACE PLAYGROUND/BASKETBALL COURT SURFACE	\$10,000.00	F
11		COMPUTER HARDWARE/REPLACEMENTS/UPGRADES	\$25,000.00	F
<b>SUB-TOTAL</b>			<b>\$35,000.00</b>	
	DPW			
12		LAWN MOWER TRAILER	\$5,500.00	F
13		ORDINARY ROAD M & R (NOT CHAP 90)	\$100,000.00	T
14		NEW TRASH TRAILERS	\$60,000.00	F
15		TWO (2) 40 YARD OPEN TOP ROLL OFF CONTAINERS	\$16,000.00	F
16		ONE (1) 40 YARD CLOSED TOP ROLL OFF REFYRB	\$8,500.00	F
17		SWEEPER REPLACEMENT (FIVE YEAR LEASE, \$150k)	\$30,000.00	F
18		AIR COMPRESSOR (185 CFM) MOBILE	\$18,000.00	F
19		4x4 PICK UP TRUCK (3 yr lease \$45,000)	\$15,000.00	F
<b>SUB-TOTAL</b>			<b>\$253,000.00</b>	
	POLICE			
20		DEFIBRILLATOR REPLACEMENT (1)	\$2,500.00	F
21		UNMARKED ADMIN VEHICLE 4X4(3 YR LEASE 45,000)	\$15,000.00	T
<b>SUB-TOTAL</b>			<b>\$17,500.00</b>	
	FIRE (EQUIP)			
22		REPLACE AMBULANCE (CHG BUY TWO SAME TIME)	\$175,000.00	A
23		FIRE SUPPRESSION UPGRADES/REPLACEMENT/FOAM RESCUE/MEDICAL EQUIP UPGRADE/REPLACEMENT	\$5,000.00	A
24		JAWS/AIR BAGS.EXTRACTION EQUIPMENT	\$5,000.00	A
25		SPECIALTY GEAR, TURNOUT SUITS, SURVIVAL SU	\$15,000.00	A
<b>SUB-TOTAL</b>			<b>\$200,000.00</b>	
	OTHER STUDIES			
26		MUNICIPAL WASTE WATER/ WATER/PLANNING/IMPLEMENTATION	\$150,000.00	F
<b>SUB-TOTAL</b>			<b>\$150,000.00</b>	
<b>TOTAL</b>			<b>\$746,300.00</b>	
<b>TOTAL CAPITAL FUNDS NEEDED BY SOURCE</b>			<b>(KEY)</b>	
	F = FREE CASH		\$426,300.00	
	A = AMBULANCE RECEIPTS		\$200,000.00	
	EX = BOAT EXCISE		\$5,000.00	
	T = TAX LEVY		\$115,000.00	
<b>TOTAL</b>			<b>\$746,300.00</b>	

## TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015

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### ARTICLE 14

To see if the Town will, in accordance with Chapter 6-6A of the Eastham Home Rule Charter, vote to accept the Capital Improvement Plan for FY17-FY21 as printed below; or take any action relative thereto.

By Board of Selectmen

#### Summary:

The Capital Plan, covering all departments and the Eastham Elementary School includes vehicles, technology upgrades, and improvements to municipal buildings. Major additions this year include Rock Harbor Walkway Improvements, Upgrades to Beach Bathrooms, Road Maintenance and Sweeper Replacement, Ambulance Replacement, Police Station Upgrades, and Coastal Erosion Planning & Mitigation. All amounts and items shown in said capital improvement plan are estimates and are subject to review, refinement, additions, and deletions at each Annual Town Meeting where the plan is authorized.

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BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

*(Majority vote required)*

# TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015

FIVE YEAR CAPITAL PLAN FY17 - FY21							
ITEM	DEPT	ITEM	FY17	FY18	FY19	FY20	FY21
DATA PROCESSING							
1		COMPUTER HARDWARE/SPECIALIZED SOFTWARE	\$20,000.00 F	\$20,000.00 F	\$20,000.00 F	\$25,000.00 F	\$25,000.00 F
2		SERVER UPGRADES/REPLACEMENTS	\$12,000.00 F	\$12,000.00 F		\$25,000.00 F	\$15,000.00 F
3		FIBER OPTIC CABLE/OPEN CAPE CONNECTION	\$10,000.00 F				
4		VIDEO EQUIPMENT UPGRADES/DIGITAL CAMERAS	\$5,000.00 CT		\$5,000.00 CT		\$5,000.00 CT
5		UPGRADE TELEPHONE SYSTEM - ALL BLDGS (VOIP)	\$10,000.00 F				
		FIRE					
		POLICE					
		NATURAL RESOURCES/DPW					
6		LASER/FICHE UPGRADES		\$30,000.00 F			
7		REPLACE PLOTTER/SCANNER(S)		\$3,000.00 F	\$3,000.00 F		\$8,000.00 F
8		MOBILE COMPUTING & TABLET ACQUISITION/REPLACEMENTS		\$3,000.00 F	\$20,000.00 F		\$5,000.00 F
9		SOFTWARE UPGRADES (OPERATING SYSTEMS)					
10		GIS FLYOVER/DATA COLLECTION AND ORTH PHOTOS					\$50,000.00 F
SUB-TOTAL			\$57,000.00	\$65,000.00	\$48,000.00	\$50,000.00	\$108,000.00
CONVADULT DAYCARE							
11		VAN REPLACEMENT	\$32,000.00 F /HST		\$34,000.00 F /HST		\$36,000.00 F/HST
SUB-TOTAL			32,000.00	0.00	34,000.00	0.00	\$36,000.00
ASSESSING/INSPECTION VEHICLES							
12		DATA COLLECTOR/ PLANNER/INSPECTOR VEHICLE	\$4,000.00 F	\$4,000.00 F	\$4,000.00 F	\$4,000.00 F	
SUB-TOTAL			\$4,000.00	\$4,000.00	\$4,000.00	\$4,000.00	\$0.00
NATURAL RESOURCES							
13		4x4 PICK UP TRUCK		\$15,000.00 F	\$15,000.00 F	\$15,000.00 F	\$35,500.00 F
14		4x4 PICK UP TRUCK		\$15,000.00 F	\$15,000.00 F		
15		SAND DRIFT FENCE - VARIOUS LOCATIONS		\$10,000.00 F			
16		BOAT MOTOR 150HP/50HP		\$15,000.00 F			\$15,000.00 F
17		EQUIPMENT CHAINSAW/PRESSURE WASHER					\$2,500.00 F
18		HERRING RUN GATE & IMPROVEMENTS	\$1,000.00 F	\$3,000.00 F			\$2,000.00 F
19		PORTABLE GPS	\$2,500.00 F				\$2,500.00 F
20		KUBOTA TRACTOR TRAILER REPLACEMENT				\$7,500.00 F	
SUB-TOTAL			\$28,500.00	\$48,000.00	\$30,000.00	\$22,500.00	\$57,500.00
HARBOR IMP.							
21		DREDGE ROCK HARBOR/DOCK WALKWAY IMPROVEMEN	\$50,000.00 D	\$50,000.00 D	\$50,000.00 D		
SUB-TOTAL			\$50,000.00	\$50,000.00	\$50,000.00	\$0.00	\$0.00
MUNICIPAL BUILDINGS EQUIPMENT							
22		VACUUM/CARPET CLEANERS/ LADDERS	\$2,000.00 F		\$2,000.00 F		\$2,000.00 F
23		VAN REPLACEMENT	\$25,000.00 F		\$15,000.00 F	\$25,000.00 F	
24		COPIER/POSTAGE METERS					
25		FLOOR MACHINES/SNOW BLOWER		\$1,400.00 F			\$1,400.00 F
SUB-TOTAL			\$27,000.00	\$1,400.00	\$17,000.00	\$25,000.00	\$3,400.00

# TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015

ITEM	DEPT	ITEM	FY17	FY18	FY19	FY20	FY21
<b>MUNICIPAL BUILDINGS IMPROVEMENTS</b>							
26		PROJECT CONTINGENCY- MAJOR REPAIRS PAINTING ETC	\$30,000.00 F	\$30,000.00 F	\$45,000.00 F	\$45,000.00 F	\$45,000.00 F
27		GREEN ENERGY ENHANCEMENTS			\$45,000.00 F		
28		CONNECT MUNICIPAL BUILDING TO TOWN WATER	\$25,000.00 F				
<b>SUB-TOTAL</b>							
29	T.H.	MECHANICAL SYSTEMS OVERHAUL	\$55,000.00	\$30,000.00	\$90,000.00	\$45,000.00	\$45,000.00
30		REPLACE VAULT A/C UNITS		\$15,000.00 F			\$20,000.00 F
31		REPLACE CIRCULATOR PUMPS		\$9,000.00 F			
32		REPLACE HOT WATER TANK		\$3,000.00 F			\$3,000.00 F
33		REPLACE EXISTING A/C UNITS	\$40,000.00 F				
34	INFO/WM	WINDMILL/INFO/ANCIENT CEMETERIES/BRACKETT PORTA		\$6,000.00 F			
35	REC BLDG	FURNISHINGS	\$10,000.00 F			\$7,000.00 F	
<b>SUB-TOTAL</b>							
36	COA	RENOVATION/EXPANSION HEAT/AIR COND/ SENIOR CENTER	\$50,000.00	\$33,000.00	\$0.00	\$7,000.00	\$23,000.00
					\$3,000,000.00 D		\$15,000.00 F
<b>SUB-TOTAL</b>							
37	DPW/NR	COPIER REPLACEMENT	\$0.00	\$0.00	\$3,000,000.00	\$0.00	\$15,000.00
38		AIR/HEATING SYSTEM OVERHAUL/REPLACE	\$5,000.00 F				\$5,000.00 F
39		EXTERIOR MAINTENANCE - STUCCO DPW BLDG		\$20,000.00 F			
40		EXPAND DPW GARAGE SPACE/INTERIOR RENOVATION		\$10,000.00 F			\$20,000.00 F
41		NR BLDG PAINT EXTERIOR	\$10,000.00 F		\$1,500,000.00 D		\$15,000.00 F
<b>SUB-TOTAL</b>							
			\$15,000.00	\$30,000.00	\$1,500,000.00	\$0.00	\$40,000.00
<b>SUB-TOTAL</b>							
42	POLICE	REPLACE HOT WATER TANK					\$3,000.00 F
43		REPLACE SMOKE ROOF & SIDEWALL	\$40,000.00 F				
44		REPLACE TOP/LAB HANDLING UNITS			\$11,000.00 F		
45		KITCHEN/ LOCKER RM/TRAINING RM UPGRADES	\$75,000.00 D	\$250,000.00 D			
46		BUILDING ENTRANCE IMPROVEMENTS/REPAIRS	\$15,000.00 F				
47		TRAINING ROOM FURNITURE		\$8,000.00 F			
<b>SUB-TOTAL</b>							
			\$130,000.00	\$258,000.00	\$11,000.00	\$0.00	\$3,000.00
48	FIRE	BUILDING MAINTENANCE (VARIOUS ITEMS BLDG 5+ YRS OLD.)		\$20,000.00 A		\$25,000.00 F	
49		PAINTING INTERIOR/EXTERIOR					\$20,000.00 A
50		REPLACE ROOF					
<b>SUB-TOTAL</b>							
51	LIBRARY	FURNISHING- COMPUTERS FINAL FINISHING NEW BUILDING	\$0.00	\$20,000.00	\$0.00	\$25,000.00	\$20,000.00
<b>SUB-TOTAL</b>							
			\$0.00	\$0.00	\$45,000.00	\$0.00	\$0.00
52	SCHOOL	ROUTINE PAINTING ROTATION					
53		REPLACE PLAYGROUND/BASKETBALL COURT SURFACE	\$5,000.00 F				\$5,000.00 F
54		FOUNDATIONS MAINTENANCE - DRAINAGE/FENCING		\$30,000.00 F			\$10,000.00 F
55		GYM FLOOR REFINISHING	\$15,000.00 F		\$6,000.00 F		\$17,000.00 F
56		COMPUTER HARDWARE/REPLACEMENT SUPGRADES		\$25,000.00 F			\$25,000.00 F
57		BUILDING MAINTENANCE/IMPROVEMENTS	\$25,000.00 F		\$25,000.00 F		\$25,000.00 F
<b>SUB-TOTAL</b>							
			\$45,000.00	\$55,000.00	\$36,000.00	\$17,000.00	\$65,000.00

# TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015

ITEM	DEPT	ITEM	FY17	FY18	FY19	FY20	FY21
<b>BEACHES/RECREATION</b>							
58		UPGRADE/ADA BATH HOUSES	\$15,000.00 F				
59		PARKING LOT REPAIRS (VARIOUS LOCATIONS)		\$10,000.00 F		\$20,000.00 F	\$10,000.00 F
60		ADA BEACH CHAIR		\$3,000.00 F			\$3,500.00 F
61		4 X 2 TRUCK		\$30,000.00 F			\$32,000.00 F
62		4 X 2 TRUCK			\$30,000.00 F		
63		B-BALL RESURFCE/BASEBALL BACKSTOP REPL/PEFCING		\$15,000.00 F			\$90,000.00 F
64		PICKLEBALL COURTS (NEW ACTIVITY)					\$10,000.00 F
65		BEACH GATE SHACKS					\$9,000.00 F
66		WALKWAYSDUNE MAIN FENCING/MOBI MAT EXTEND	\$10,000.00 F	\$20,000.00 F			\$20,000.00 F
67		REPLACE SOFT BALL SHEDS (2)	\$35,000.00 F				\$35,000.00 F
68		OUTDOOR SHOWERS @ WILEY PARK/COOKS BROOK,	\$50,000.00 F				
69		NEW BATHHOUSE FIRST ENCOUNTER			\$750,000.00 D		
<b>SUB-TOTAL</b>			<b>\$110,000.00</b>	<b>\$78,000.00</b>	<b>\$805,000.00</b>	<b>\$20,000.00</b>	<b>\$209,500.00</b>
<b>DPW</b>							
70		REPLACE/REFURBISH HYDRAULIC/TRUCK LIFT		\$45,000.00 F			
71		ONE TON DUMP			\$55,000.00 F		
72		3/4 TON PICK UP	\$15,000.00 F			\$55,000.00 F	\$20,000.00 F
73		SANDER	\$18,000.00 F				\$20,000.00 F
74		INTERL DUMP 6 WHEEL LARGE/LEASE/purchase	\$35,000.00 F	\$35,000.00 F		\$35,000.00 F	
75		EXTRA LARGE DUMP 10 WHEELER (LEASE PURCHASE 5 Y	\$40,000.00 F	\$40,000.00 F		\$40,000.00 F	
76		ORDINARY ROAD M & R (NOT CHAP 90)	\$160,000.00 T	\$180,000.00 T	\$190,000.00 T	\$200,000.00 T	\$250,000.00 T
77		NEW TRASH TRAILERS	\$60,000.00 F	\$60,000.00 F			
78		SLOPE MOWER					\$30,000.00 F
79		REPLACE/ADD RECYCLING COMPACTOR	\$20,000.00 F	\$40,000.00 F			
80		LOADER REPLACEMENT (544)			\$40,000.00 F		\$40,000.00 F
81		TWO (2) 40 YARD OPEN TOP ROLL OFF CONTAINERS	\$8,000.00 F	\$8,000.00 F	\$8,000.00 F	\$8,000.00 F	\$8,000.00 F
82		ONE (1) 40 YARD CLOSED TOP ROLL OFF REF/YRB	\$8,500.00 F				
83		STORM DRAIN UPGRADE/IMPROVEMENT/REPLACEMENT S		\$75,000.00 F		\$80,000.00 F	
84		MOWER REPLACEMENTS (2 mowers)				\$20,000.00 F	
85		SWEEPER REPLACEMENT (FIVE YEAR LEASE, \$150k)	\$30,000.00 F	\$30,000.00 F	\$30,000.00 F	\$30,000.00 F	
86		AIR COM PRESSOR (185 CFM) MOBILE					
87		STATIONARY AIR COM PRESSOR	\$5,000.00 F				
88		"Mini" EXCAVATOR				\$35,000.00 F	\$26,000.00 F
89		ROLL OFF TRUCK (YARD USE ONLY)					
<b>SUB-TOTAL</b>			<b>\$391,500.00</b>	<b>\$546,000.00</b>	<b>\$398,000.00</b>	<b>\$543,000.00</b>	<b>\$394,000.00</b>
<b>POLICE</b>							
90		DEBRILLATORS REPLACEMENT	\$2,500.00 F				
91		UNMARKED ADMIN VEHICLE 4X43 YR LEASE)	\$11,000.00 T	\$11,000.00 T	\$11,000.00 T	\$7,000.00 T	
92		CRUISER w video	\$32,000.00 T	\$34,000.00 T	\$34,000.00 T	\$34,000.00 T	\$34,000.00 T
93		CRUISER	\$34,000.00 T	\$34,000.00 T	\$36,000.00 T	\$36,000.00 T	\$36,000.00 T
94		PORTABLE RADIOS (5)	\$10,000.00 T				\$10,000.00 F
95		LAP TOP COMPUTER IN CAR REPLACEMENT (4)	\$20,000.00 F				\$25,000.00 F
96		BULLET PROOF VEST REPLACEMENT (ALL)					\$20,000.00 F
97		NEW SPEED TRAILER		\$8,000.00 F			
98		RADAR EQUIPMENT UPGRADE/REPLACEMENT				\$6,000.00 F	\$40,000.00 F
99		DIGITAL VIDEO FOR CRUISERS		\$9,000.00 F			
100		TASER REPLACEMENTS					\$15,000.00 F
101		HANDGUN REPLACEMENT					
<b>SUB-TOTAL</b>			<b>\$109,500.00</b>	<b>\$96,000.00</b>	<b>\$81,000.00</b>	<b>\$83,000.00</b>	<b>\$180,000.00</b>

# TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015

ITEM	DEPT	ITEM	FY17	FY18	FY19	FY20	FY21
102		REPLACE AMBULANCE (BIG BUY TWO SAME TIME)	\$175,000.00 A	\$175,000.00 A			
103		ENGINE REPLACEMENT (1002) (5 YR LEASE PUR. \$550,000)	\$104,000.00 A				
104		SQUAD 1 REPLACEMENT (TRUCK 160)		\$40,000.00 A	\$25,000.00 A		\$25,000.00 A
105		ADMINISTRATIVE VEHICLE (DEP/CHIEF) REPLACE					
106		TANKER REPLACEMENT (08)		\$250,000.00 A			
107		REPLACE SPECIAL HAZARDOUS TRUCK (91)	\$100,000.00 A				
108		REPLACE COPIER					
109		UPGRADE AIR PACKS - 4.5L			\$30,000.00 A		
110		THERMAL IMAGER	\$10,000.00 A				\$12,000.00 A
111		UPGRADE AND REPLACE TURNOUT GEAR (AS NEEDED)		\$10,000.00 A			\$10,000.00 A
112		HYDRANT STAND PIPE SYS SPECIAL EQUIPMENT		\$15,000.00 A			\$50,000.00 A
113		REPLACE GAS METER				\$2,000.00 A	
114		COMPUTER SOFTWARE ENHANCEMENTS	\$20,000.00 A		\$20,000.00 A		\$20,000.00 A
115		MOBILE/DESKTOP COMPUTER HARDWARE ENHANCEMENTS					
116		FIRE SUPPRESSION UPGRADES/REPLACEMENT/FOAM RESCUE/MEDICAL EQUIP UPGRADE/REPLACEMENT		\$5,000.00 A		\$5,000.00 A	
117		CARDIAC MONITORS (2)	\$30,000.00 A				\$30,000.00 A
118		JAWS/AIR BAGS/EXTRACTION EQUIPMENT					
119		SPECIALTY GEAR, TURNOUT SUITS, SURVIVAL SUITS	\$10,000.00 A	\$15,000.00 A			
120		RADIO REPLACEMENT/UPGRADES	\$10,000.00 A			\$10,000.00 A	
121		FIRE HOSE (VARIOUS SIZES) CONTINUOUS REPL.	\$8,000.00 A			\$10,000.00 A	
122		PORTABLE GENERATOR (REPLACEMENT)		\$2,500.00 A			
SUB-TOTAL			\$467,000.00	\$532,500.00	\$88,000.00	\$27,000.00	\$150,000.00
123		RESOURCE LAND MANAGEMENT PLANS			\$25,000.00 F		\$25,000.00 F
124		LONG RANGE PLAN IMPLEMENTATION ASSISTANCE					
125		LAND ACQUISITION (OPEN SPACE, RECREATION, MAINTENANCE)			\$25,000.00 F		
126		LAND ACQUISITION HOUSING/AFFORDABLE HOUSING PURCHASES					
127		COASTAL EROSION PLANNING/MITIGATION	\$50,000.00 F		\$50,000.00 F		
128		MUNICIPAL WASTE WATER / WATER PLANNING/IMPLEMENTATION		\$12,000,000.00 D		\$18,000,000.00 D	
129		ALTERNATIVE GREEN ENERGY INITIATIVES					
130		FRESH WATER/POND STUDIES - REMEDIATION	\$65,000.00 F				
SUB-TOTAL			\$115,000.00	\$12,000,000.00	\$100,000.00	\$18,025,000.00	\$25,000.00
TOTAL			\$1,676,500.00	\$13,846,900.00	\$6,337,000.00	\$18,893,500.00	\$1,374,400.00
TOTAL CAPITAL FUNDS NEEDED BY SOURCE (KEY)							
F = FREE CASH			\$800,500.00	\$735,400.00	\$639,000.00	\$589,500.00	\$843,400.00
C = COMMUNITY PRESERVATION FUND							
HST + HUMAN SERVICES GIFT FUND			\$32,000.00				
A = AMBULANCE RECEIPTS			\$467,000.00	\$552,500.00	\$88,000.00	\$27,000.00	\$36,000.00
EX = BO AT EXCISE			\$50,000.00			\$0.00	\$170,000.00
T = TAX LEVY			\$247,000.00	\$259,000.00	\$271,000.00	\$277,000.00	\$320,000.00
D = CAPITAL DEBT EXCLUSION			\$75,000.00	\$12,300,000.00	\$5,300,000.00	\$18,000,000.00	\$5,000.00
CT=CABLE TV REVENUE					\$5,000.00		\$5,000.00
TOTAL			\$1,676,500.00	\$13,846,900.00	\$6,337,000.00	\$18,893,500.00	\$1,374,400.00

## **TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015**

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### **ARTICLE 15**

To see if the Town will vote to transfer a sum of money to various accounts for meeting the remaining expenses for Fiscal Year 2015; or take any action relative thereto.

By Board of Selectmen

Summary:

This article transfers will cover any account shortfalls.

BOARD OF SELECTMEN RECOMMENDATION: At town meeting

FINANCE COMMITTEE RECOMMENDATION: At town meeting

*(Majority vote required)*

### **ARTICLE 16**

To see if the Town will vote to raise and appropriate in accordance with Chapter 118 of the Eastham Code, allowing plowing of private roads and as authorized in G.L. c.40,§6N, the sum of **\$30,000**; or take any action relative thereto.

By Board of Selectmen

Summary:

On May 20, 2014, residents voted in favor of the plowing of private roads as authorized in G.L. c.40 §6N. This article is the second step in the process. The town first asked for the authority, and now is seeking funds to pay for the plowing of some private roads. In order to be eligible for plowing, a road must meet certain standards for width, general repair, and access to a public way. These standards and the process for a road to be accepted into this program will be posted on the town's website. Roads will begin to be accepted for plowing after July 1, 2015.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

*(Majority vote required)*

### **ARTICLE 17**

To see if the town will vote to lay out and accept as a town way that portion of Hay Road, from Governor Prence to Deacon Paine, more particularly described in a Deed recorded with Barnstable County Registry of Deeds in Book 191 Page 21 "Cape Town Hills Plan of Land in Eastham MA for Robert Erickson & John B. Curtiss and also shown on Subdivision Plan of Land in Eastham for John B and Ruth F. Curtiss and Book 212, Page 89 and to raise and appropriate a sum of **\$5,000** for the costs associated therewith; or take any action relative thereto.

By Board of Selectmen

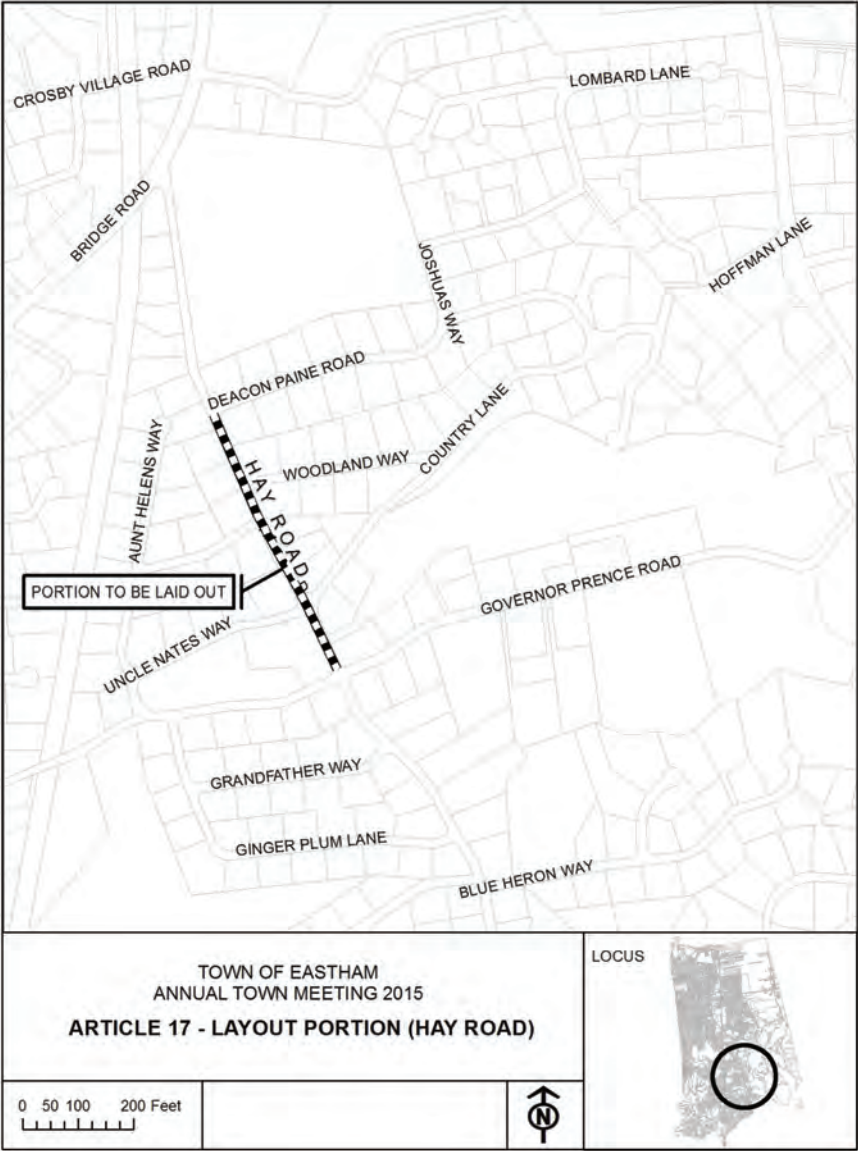
Summary:

Access to the subdivision area shown on the map below, is difficult because the condition of Hay Road is very poor. It is dirt and narrow and unplowed in the winter. The subdivision was approved by the planning board, based on a plan which labeled Hay Road as a 40" wide public way. However, its status as such a public way cannot be confirmed. One solution to the access issues in the area is to layout and accept Hay Road as a public way and then to undertake to make the road passable, safe, and adequate to serve the more than 100 homes in the area. It does not need to be paved to be improved and, in fact, concerns about creating a speed throughway have derailed efforts to make improvements in the past. If this article is approved, the DPW will begin to design and implement improvements and plow this road in the winter.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 3-1-2

*(Majority vote required)*





## TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015

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### ARTICLE 18

To see if the Town will vote to amend the Town of Eastham Code, Section 26-1, entitled “Four Wheel Drive Vehicles on Beaches”, Section C by adding language after the words “Coast Guard Beach” as follows:

*except as may be permitted by annual renewal by the Board of Selectmen after a public hearing and under such terms and conditions as they may set.*

So that the paragraph in its entirety reads as follows:

C. All operation of vehicles shall be prohibited from the beach, dune and marsh area lying south of Coast Guard Beach, *except as may be permitted by annual renewal by the Board of Selectmen after a public hearing and under such terms and conditions as they may set.*

By Board of Selectmen

Summary:

This bylaw change if voted will permit driving on the beach on the Town of Eastham portion of the “Nauset Spit” that the Town of Orleans has been selling permits, managing and allowing driving on, for many years. A permit will be needed from the Eastham Conservation Commission as the land is wholly within the Town boundary and is subject to local regulations and by laws.

BOARD OF SELECTMEN RECOMMENDATION: 3-2

FINANCE COMMITTEE RECOMMENDATION: 0-6

*(Majority vote required)*

### ARTICLE 19

To see if the Town will vote to raise and appropriate, or transfer the sum of **\$30,000** to pay the Town of Eastham’s one third share of the design fees to prepare plans and specifications to demolish the Tri-Town Septage Treatment Facilities.

By Board of Selectmen

Summary:

The Tri Town plant will continue in operation for the next two years. After that time, the Town of Orleans, will very likely recommend decommissioning the plant, and, as a part owner, we need to participate in the cost of planning and demolishing the plant. This article contributes to the planning activity only.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

*(Majority vote required)*

### ARTICLE 20

To see if the Town will vote to appropriate and transfer, pursuant to the provisions of G.L. c.44B §(6) from the FY2016 estimated community preservation revenues as follows: **\$75,386 for** open space purposes, **\$ 75,386 for** historic preservation purposes, **\$ 75,386 for** affordable housing purposes, and **\$ 452,325** to the **FY2016** community preservation budgeted reserve for appropriation for a total of **\$678,483**, as recommended by the Community Preservation Committee; or take any action relative thereto.

## TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015

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By Board of Selectmen/Community Preservation Committee

**Summary:**

This article seeks to set aside 10% of the estimated community preservation revenue for open space, historic resources, and affordable community housing, with the remaining estimated revenue reserved for appropriation as required by G.L. Chapter 44B §(6).

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: 6-0

*(Majority vote required)*

### **ARTICLE 21**

To see if the Town will vote to transfer **\$75,386** from the Community Preservation Fund FY 2016 estimated annual revenues for the purpose of setting aside Community Preservation Act funds, consistent with G.L. c.44B, §5(b)(3), in an account to support land for active recreational use, to be known as the Active Recreation Reserve, which amounts shall be accounted for separately and may be expended in the future only upon a further recommendation from the Community Preservation Committee and appropriation by Town Meeting; all as recommended by the Community Preservation Committee; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

**Summary:**

This article seeks to set aside for future appropriation 10% of the estimated Community Preservation Fund FY2016 estimated annual revenues for land for active recreational use. The Community Preservation Act requires that no less than 10% of the Community Preservation Fund estimated annual revenues be spent or set aside each year for each of the following purposes: open space, historic resources, and community housing. In 2012, legislative amendments clarified that the amounts set aside for open space could also be expended for land for recreational use. In accordance with the Eastham Community Preservation Plan for FY2015-2019, the Community Preservation Committee recommends that the Town of Eastham set aside no less than an additional 10% of the Community Preservation Fund estimated annual revenues for land for active recreational use. Such set-aside amounts would be accounted for separately, in a manner similar to the existing CPA reserves, and be available for expenditure by appropriation by Town Meeting.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: 6-0

*(Majority vote required)*

### **ARTICLE 22**

To see if the Town will vote to transfer **\$37,693** from Community Preservation Fund balance, for the purpose of administrative expenses; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

**Summary:**

The State Legislation for the Community Preservation Act permits up to five percent (5%) of the estimated Community Preservation revenues to be used by the Community Preservation Committee for administrative purposes. These funds will be used to provide various administrative support services, including but not limited to membership dues, and professional and clerical support services. Any unused balance each year reverts to the Community Preservation Fund Balance.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

## TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015

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COMMUNITY PRESERVATION COMMITTEE: 6-0

*(Majority vote required)*

### ARTICLE 23

To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase or eminent domain, a fee simple interest or less in two parcels of land located at 225 Widgeon Drive and 5 Blue Bill Lane, Eastham, to be held under the care, custody, management and control of the Conservation Commission for the purpose of creating in perpetuity a **Diamondback Terrapin Habitat** area for nesting, study, and preservation of the species, under such terms and conditions which the Board of Selectmen may impose; and as funding therefore to appropriate the sum of **\$438,625** for the acquisition and other related costs associated therewith from the Community Preservation Open Space Reserves and/or the unrestricted reserves and/or borrow said total sum which shall be reduced by the amount of any grants or gifts received pursuant to the provisions of G. L. c. 44B, §11, G. L. c. 44, §7 or any other enabling authority, provided that no funds appropriated hereunder shall be expended until the Town receives gifts totaling a minimum of **\$100,000** for the purposes of this Article; and further to authorize the Board of Selectmen to grant a perpetual conservation restriction on the property in accordance with the provisions of G. L. c.44B, §12 and c. 184, §§31-33 to a public or private nonprofit entity or government agency as the Board of Selectmen and the Conservation Commission deem appropriate; and further, to authorize the Board of Selectmen and the Conservation Commission to file on behalf of the Town any and all applications deemed necessary for grants and/or reimbursements from the Commonwealth of Massachusetts or any other grant programs; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

These properties comprise the most significant upland-nesting habitat on the Herring River Marsh for Diamondback Terrapins, designated by the State as a threatened species. If the town does not purchase these parcels, they will be marketed as house lots. A certified appraisal was submitted to the town in June 2014, for \$650,000. Mass Audubon negotiated a reduced sale price of \$538,625 including estimated closing costs and recording fees. A minimum of \$100,000 will be contributed for this purchase by Mass Audubon, which will assign its purchase rights to the Town of Eastham.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: 6-0

*(Majority vote required)*

### ARTICLE 24

To see if the Town will vote to transfer the sum of **\$30,000** from Community Preservation Historic Preservation Reserves, to be expended as a grant from the Town to the Eastham Historical Society, a non-profit corporation, for the purpose of preserving a structure on its property at 2375 Route 6, known as the **1936 Dill Beach Camp**; and further to authorize the Board of Selectmen to enter into a grant agreement with the Eastham Historical Society under such terms and conditions as the Town Administrator shall deem appropriate; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

This article will provide funding to make necessary repairs to the last remaining Eastham fishing camp cottage, now located near the Swift-Daley House Museum. The Dill Beach Camp was part of the outer bank cottages made famous by Henry Beston in his book, *The Outermost House*.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

## TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015

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FINANCE COMMITTEE RECOMMENDATION: 6-0  
COMMUNITY PRESERVATION COMMITTEE: 6-0  
(Majority vote required)

### ARTICLE 25

To see if the Town will vote to transfer the sum of **\$45,000** from Community Preservation Affordable Housing Reserves and/or unrestricted reserves, to be expended as a grant from the Town to Habitat for Humanity of Cape Cod ("Habitat") to assist in funding the construction and sale of a single-family house on land owned or to be owned in the Town of Eastham to be sold to an eligible low income household, under such terms and conditions as the Board of Selectmen may require, and to authorize the Board of Selectmen to enter into a grant agreement with Habitat setting the terms and conditions under which the funds may be expended and requiring the grant from Habitat to the Town of an affordable housing deed restriction in perpetuity on the property in the form approved by the Department of Housing and Community Development; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

#### Summary:

Affordable housing is the top priority of Eastham's Community Preservation Plan, FY 2015-2019. Habitat for Humanity plans to build a single-family house in the Town of Eastham on donated land, to be sold at a reduced price to an eligible household earning at or below 65% of Area Median Income. The recommended funds will be secured in the form of a mortgage on the property.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: 6-0

(Majority vote required)

### ARTICLE 26

To see if the Town will vote to transfer the sum of **\$400,000** from the Community Preservation Affordable Housing Fund Reserves and/or the unrestricted reserves, for a grant from the Town to the Town of Eastham Affordable Housing Trust for the purpose of purchasing existing housing units in Eastham and converting them to affordable rental units; under such terms and conditions as the Board of Selectmen deem appropriate and requiring that the Trust grant to the Town an affordable housing deed restriction in perpetuity on the property or properties and in the form approved by the Department of Housing and Community Development; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

#### Summary:

This article will provide funds to enable the Eastham Affordable Housing Trust to continue its work developing deed restricted, affordable rental units for the Town of Eastham. These affordable rental units will be available to residents of the town for generations to come.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: 6-0

(Majority vote required)

### ARTICLE 27

To see if the Town will vote to transfer the sum of **\$153,500** from the Community Preservation Affordable Housing Fund Reserves and/or the unrestricted reserves, to be expended as a grant from the Town to the Town of Eastham Affordable Housing Trust for the purpose of continuing a Rental

## **TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015**

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Subsidy Program, under such terms and conditions as the Board of Selectmen may require and to authorize the Board of Selectmen to enter into a grant agreement with the Trust setting forth the terms and conditions under which the funds may be expended; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

This program begun in 2012 provides rental assistance to approximately ten low-income families at a time, for a maximum period of three (3) years. In order to be approved, applicants must agree to the terms and conditions of the program, including budget management training. Eligible tenants make timely rental payments, and the Eastham Affordable Housing Trust makes rental subsidy payments directly to the property owners.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: 6-0

*(Majority vote required)*

### **ARTICLE 28**

To see if the Town will vote to transfer the sum of **\$36,000** from the Community Preservation Affordable Housing Fund Reserves and/or unrestricted reserves, to be expended as a grant to the Town of Eastham Affordable Housing Trust for the purpose of funding staff assistance; under such terms and conditions as the Board of Selectmen may require; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

The Eastham Affordable Housing Trust relies on staff expertise to advise the Trust and to carry out specific day-to-day duties. This article funds a position/consultant with an affordable housing background for a period of 12 months.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: 6-0

*(Majority vote required)*

### **ARTICLE 29**

To see if the Town will vote to amend the Code of the Town of Eastham, by adding a new Chapter 90, Section 7, Article 2 Civil Fingerprinting

In order to protect the health, safety, and welfare of the inhabitants of the Town of Eastham, as authorized by Chapter 6, Section 172B ½ of the Massachusetts General Laws, this bylaw shall require:

1. Applicants for a license listed herein to submit to fingerprinting by the Eastham Police Department.

Said licenses include:

- A. Hawking and Peddling or other Door-to- Door Salespeople,
- B. Manager of Alcoholic Beverage License
- C. Owner or Operator of Public Conveyance
- D. Dealer of Second-hand Articles
- E. Pawn Dealers,
- F. Ice Cream Truck Vendors
- G. Hackney Drivers,

## TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015

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2. The Police Department to arrange for the conduct of fingerprint-based criminal record background checks; and

3. The Town to consider the results of such background checks in determining whether to grant such a license.

The Town authorizes the Massachusetts State Police, the Massachusetts Department of Criminal Justice Information Systems (DCJIS), and the Federal Bureau of Investigation (FBI), as may be applicable, to conduct on the behalf of the Town and its Police Department fingerprint-based state and national criminal history records checks, including FBI records, consistent with this bylaw. The Town authorizes the Police Department to receive and utilize FBI records in connection with such background checks, consistent with this bylaw. The Town shall not disseminate criminal record information received from the FBI to unauthorized persons or entities.

The licensing authority shall utilize the results of any fingerprint-based criminal records background check performed pursuant to this Chapter for the sole purpose of determining the applicant's suitability for the proposed occupational activity. The licensing authority may deny an application for any license specified herein, including renewals and transfers thereof, if it determines that the results of the fingerprint-based criminal records background check render the applicant unsuitable for the proposed occupational activity.

No application shall be denied on the basis of information contained in a criminal record until the applicant has been afforded a reasonable time, as determined by the licensing authority, to correct or complete the information, or has declined to do so.

Each applicant for a license listed in §74-2 shall pay a fee set by the Board of Selectmen, but no less than \$100. A portion of said fee, as specified by G.L. c6 §172B ½ of the General Laws, shall be deposited into the Firearms Fingerprint Identity Verification Trust Fund, and the remainder shall be retained by the Town for costs associated with the administration of the system.

Or take any action relative thereto.

By Police Chief/Board of Selectmen

### Summary:

Currently, the State of Massachusetts does not allow the town access to fingerprint-based state and national criminal history records checks for civil purposes unless a town bylaw is in place. This article allows the Town's Police Department to request criminal history record checks for individuals who are seeking certain licenses including those listed. Many of these licenses now require a criminal records check and our residents need to apply to the State or another entity in order to accomplish this. Having the ability to perform the checks locally will provide an additional service to residents. Fees will be charged for the service to offset the costs of administering the program.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

*(Majority vote required)*

### **ARTICLE 30**

To see if the Town will vote to amend the Town of Eastham Code, by adding a new Chapter 105, §7, Article 4, entitled Public Consumption of Marijuana or Tetrahydrocannabinol.

## TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015

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### **A. No Public Consumption.**

No person shall smoke, ingest, or otherwise use or consume marijuana or tetrahydrocannabinol, as defined in G. L. c. 94C, §1, while in or upon any street, sidewalk, public way, footway, passageway, stairs, bridge, park, playground, beach, recreation area, boat landing, public building, schoolhouse, school grounds, cemetery, parking lot, or any area owned by or under control of the Town, or in or upon any bus or other passenger conveyance operated by a common carrier within the Town, or in any place accessible to the public within the Town.

### **B. Violation and Penalties.**

Violation of Section 1 is punishable by a fine of up to \$300, and may be enforced through Non-Criminal Disposition under G.L. c.40, § 21D or by indictment or complaint under G.L. c.40, §21; when enforced through Non- Criminal Disposition under G.L. c.40 § 21D, the penalties shall be as follows:

First offense: \$150.00

Second and subsequent offenses: \$300.00

Any penalty imposed under this Bylaw shall be in addition to any civil penalty imposed under G.L. c. 94C, §32L.

By Police Department/Board of Selectmen

### **Summary:**

As marijuana which is decriminalized by the State of Massachusetts, and regulations have been put in place to allow medical marijuana use, there is a concern that a potential exists for public consumption. This article will allow a non-criminal fine to be assessed for public consumption of marijuana.

BOARD OF SELECTMEN RECOMMENDATION: 4-1

FINANCE COMMITTEE RECOMMENDATION: 5-2

*(Majority vote required)*

## **ARTICLE 31**

To see if the Town will accept the published reports of the Town officers as printed and made available to the public in the 2014 Town of Eastham Annual Report, and to hear any unpublished reports of committees and to do or act on anything which may legally come before this meeting.

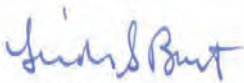
## TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015

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You are directed to serve this Warrant by posting attested copies thereof at the Post Office in Eastham and North Eastham fourteen days at least before the date of holding said meeting.

Hereof, fail not and make due return of this Warrant and your doings thereon to the Town Clerk at the time and place of holding said meeting.

Given under our hands and seals this 1 day of April in the year of our Lord, Two Thousand and Fifteen.



Linda S. Burt  
Chair



Elizabeth Gawron



Martin McDonald  
Clerk



Wallace Adams



John Knight  
Vice Chair

BOARD OF SELECTMEN

Greetings:

In pursuance of the conditions of the foregoing warrant, I have posted attested copies, one each at Post Offices in Eastham and North Eastham fourteen days before time of said meeting.

Constable, Kenneth Roderick

A True Copy Attest:  
Susanne Fischer, Town Clerk



# TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015

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## PROCEDURES FOR TOWN MEETING

In accordance with Section C2-8.B of the Eastham Town Charter, the following procedures will be followed:

1. A registered voter wishing to speak at Town Meeting shall proceed to one of the microphones. Once recognized the voter shall give his or her name and address, speak to the question for not more than three minutes, and shall not speak again until all those wishing to speak thereon have done so. Persons making articles and demonstrations are exceptions to this rule.
2. Non-voters who wish to address Town Meeting and have identified themselves in advance to the Moderator may only speak if permitted by majority consent of voters.
3. Registered voters will be seated first. Additional seating for non-voters may be available only after the Town Clerk has determined that there are an adequate number of seats for all registered voters in attendance. **Voters who sit in the Non-Voter Section cannot vote.**
4. Discussion on each article shall terminate when no one wishes to speak or the discussion becomes redundant in the opinion of the Moderator or a motion to call the question is approved.
5. Votes may be taken by voice (Majority to be determined by the Moderator), by a show of hands or by electronic devices. Articles requiring a 2/3 vote will be by hand count or electronic device count, at the Moderator's discretion, unless unanimous. If seven Town Meeting members question a voice vote, the Moderator may then choose an alternative counting method.
6. An article may be reconsidered on the same day, no more than sixty (60) minutes from the time the vote on such article is declared by the Moderator. The Town Clerk's minutes shall record such times.
7. TOWN MEETING TIME, A Handbook of Parliamentary Law, Third Edition, 2001, is the Eastham Town Meeting parliamentary handbook.

The only persons allowed in the foyer at Town Meeting will be Registrars, Checkers and voters.  
Persons with handouts of any nature must be outside the building or in a designated area.

**PLEASE BE COURTEOUS  
ALLOW EACH SPEAKER TO PRESENT THEIR IDEAS WITHOUT INTERRUPTION.**

# TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 4, 2015

## POTENTIAL DEBT SCHEDULE FOR INSTALLATION OF REMAINDER OF TOWN SYSTEM

SUMMARY WATER BORROWING AT 2% PAYBACK TERM THIRTY YEARS							
	2017	2020	2023	2026	2029		Avg Hse
FY	Borrowing	Borrowing	Borrowing	Borrowing	Borrowing	Totals	380,000
2016						\$0.00	
1 2017	904,298.67					\$904,298.67	\$127.40
2 2018	892,994.93					\$892,994.93	\$124.56
3 2019	881,691.20					\$881,691.20	\$121.77
4 2020	870,387.47	1,210,560.00				\$2,080,947.47	\$284.55
5 2021	859,083.73	1,195,428.00				\$2,054,511.73	\$278.16
6 2022	847,780.00	1,180,296.00				\$2,028,076.00	\$271.86
7 2023	836,476.27	1,165,164.00	1,001,600.00			\$3,003,240.27	\$398.59
8 2024	825,172.53	1,150,032.00	989,080.00			\$2,964,284.53	\$389.53
9 2025	813,868.80	1,134,900.00	976,560.00			\$2,925,328.80	\$380.60
10 2026	802,565.07	1,119,768.00	964,040.00	1,091,573.33		\$3,977,946.40	\$512.43
11 2027	791,261.33	1,104,636.00	951,520.00	1,077,928.67		\$3,925,346.00	\$500.65
12 2028	779,957.60	1,089,504.00	939,000.00	1,064,284.00		\$3,872,745.60	\$489.05
13 2029	768,653.87	1,074,372.00	926,480.00	1,050,639.33	248,320.00	\$4,068,465.20	\$508.68
14 2030	757,350.13	1,059,240.00	913,960.00	1,036,994.67	245,216.00	\$4,012,760.80	\$496.74
15 2031	746,046.40	1,044,108.00	901,440.00	1,023,350.00	242,112.00	\$3,957,056.40	\$485.00
16 2032	734,742.67	1,028,976.00	888,920.00	1,009,705.33	239,008.00	\$3,901,352.00	\$473.44
17 2033	723,438.93	1,013,844.00	876,400.00	996,060.67	235,904.00	\$3,845,647.60	\$462.06
18 2034	712,135.20	998,712.00	863,880.00	982,416.00	232,800.00	\$3,789,943.20	\$450.85
19 2035	700,831.47	983,580.00	851,360.00	968,771.33	229,696.00	\$3,734,238.80	\$439.83
20 2036	689,527.73	968,448.00	838,840.00	955,126.67	226,592.00	\$3,678,534.40	\$428.98
21 2037	678,224.00	953,316.00	826,320.00	941,482.00	223,488.00	\$3,622,830.00	\$418.30
22 2038	666,920.27	938,184.00	813,800.00	927,837.33	220,384.00	\$3,567,125.60	\$407.79
23 2039	655,616.53	923,052.00	801,280.00	914,192.67	217,280.00	\$3,511,421.20	\$397.45
24 2040	644,312.80	907,920.00	788,760.00	900,548.00	214,176.00	\$3,455,716.80	\$387.27
25 2041	633,009.07	892,788.00	776,240.00	886,903.33	211,072.00	\$3,400,012.40	\$377.25
26 2042	621,705.33	877,656.00	763,720.00	873,258.67	207,968.00	\$3,344,308.00	\$367.40
27 2043	610,401.60	862,524.00	751,200.00	859,614.00	204,864.00	\$3,288,603.60	\$357.70
28 2044	599,097.87	847,392.00	738,680.00	845,969.33	201,760.00	\$3,232,899.20	\$348.16
29 2045	587,794.13	832,260.00	726,160.00	832,324.67	198,656.00	\$3,177,194.80	\$338.78
30 2046	576,490.40	817,128.00	713,640.00	818,680.00	195,552.00	\$3,121,490.40	\$329.54
31 2047		801,996.00	701,120.00	805,035.33	192,448.00	\$2,500,599.33	\$261.38
32 2048		786,864.00	688,600.00	791,390.67	189,344.00	\$2,456,198.67	\$254.20
33 2049		771,732.00	676,080.00	777,746.00	186,240.00	\$2,411,798.00	\$247.13
34 2050			663,560.00	764,101.33	183,136.00	\$1,610,797.33	\$163.42
35 2051			651,040.00	750,456.67	180,032.00	\$1,581,528.67	\$158.86
36 2052			638,520.00	736,812.00	176,928.00	\$1,552,260.00	\$154.38
37 2053				723,167.33	173,824.00	\$896,991.33	\$88.33
38 2054				709,522.67	170,720.00	\$880,242.67	\$85.82
39 2055				695,878.00	167,616.00	\$863,494.00	\$83.35
40 2056					164,512.00	\$164,512.00	\$15.72
41 2057					161,408.00	\$161,408.00	\$15.27
Note: Schedule reflects anticipated 3% grant forgiveness on principal							

MAP SHOWING INSTALLATION OF REMAINDER TOWN WIDE SYSTEM



## Minutes for the Annual Town Meeting held May 4, 2015

Pursuant to the provisions of the foregoing warrant, the voters assembled at the Nauset Regional High School Gymnasium to vote on the following articles with actions as noted. The Moderator called the meeting to order at 7:00 p.m. with a quorum of 202 voters present. The Town Clerk read the call of Town Meeting.

Article 1. A motion was made and seconded by the Board of Selectmen to raise and appropriate \$1,700 for Greenhead Fly Control as authorized by G.L. c.252 §24, and authorize the Town Treasurer to pay said appropriation into the State Treasury.

Passed majority vote declared by Moderator  
Count: 627 Yes 23 No

Article 2. A motion was made and seconded by the Board of Selectmen to assume liability in the manner provided by Section 29 and 29A of Chapter 91 of the General Laws for all damages that may be incurred by the Department of Environmental Protection of Massachusetts for the improvement, development, maintenance and protection of tidal and non-tidal rivers and streams, great ponds, harbors, tidewaters, foreshore and shores along a beach, in accordance with G. L. c. 91, §11, and authorize the Selectmen to execute and deliver a bond of indemnity therefore to the Commonwealth of Massachusetts.

Passed - Declared majority voice vote by Moderator

Article 3. A motion was made and seconded by the Board of Selectmen to elect to reallocate the sum of member towns' funding obligation for the Nauset Regional District pursuant to G. L. c.71, §16B in accordance with the Regional Agreement rather than the Education Reform Formula, so-called, for fiscal year 2017.

Passed majority vote declared by Moderator  
Count: 632 Yes 22 No

Article 4. A motion was made and seconded by the Board of Selectmen to reauthorize the following revolving accounts, through the Town Accountant's office, in accordance with Massachusetts General Laws, Chapter 44, Section 53E ½ for the fiscal year beginning July 1, 2015:

Recreation Bottles and Cans	\$ 7,500
Home Composting Bin/Recycling	750
Vehicular Fuel Sales	50,000
Council on Aging/Lower Cape Adult Day Center	11,000

Revolving Fund	Authorize to Spend Fund	Revenue Source	Use of Fund	FY16 Spending Limit
Recreation – Bottles & Cans	Recreation Director	Collection & Redemption of Bottles & Cans	Beach & Recreation Programs	\$ 7,500
Home Composting Bin/Recycling Revolving Account	BOS or designee	Sale of Compost Bins	Purchase additional bins & advertise their availability	\$ 750



<b>Vehicular Fuel Sales Revolving Account</b>	BOS or designee	Sale of fuel to other government entities	Purchase additional fuel for sale to other government entities	\$ 50,000
<b>Council on Aging/Lower Cape Adult Day Center Revolving Acct</b>	COA Director	Funds from fees, charges for COA programs and performances	Pay for additional COA programs and performances	\$ 11,000

Passed majority vote declared by Moderator  
Count: 619 Yes 26 No

Article 5. A motion was made and seconded by the Board of Selectmen to accept G.L. c. 71, Section 71F to authorize the town to establish an account for acceptance and expenditure of tuition payments for special needs nonresident students and students in foster care, to be spent by the School Committee on said program without further appropriation.

Passed majority vote declared by Moderator  
Count: 579 Yes 74 No

Article 6. A motion was made and seconded by the Board of Selectmen to transfer from Free Cash the sum of \$10,000 to the Visitors Service Board in accordance with Annual Town Meeting Article 26, May 4, 1998, to the Eastham Promotions Fund to be expended by the Visitor Services Board on the following items: Landscaping, lighting, and holiday decorations and general improvement on Windmill Green \$3,000, Flower Island support \$500, Summer concerts, \$6,500.

Passed majority vote declared by Moderator  
Count: 614 Yes 44 No

Article 7. A motion was made and seconded by the Board of Selectmen that the town vote to authorize the Board of Selectmen to petition the General Court for Special Legislation to impose a room occupancy tax as detailed in General Laws Chapter 64G to single cottages, condominiums and single and multi-family dwellings when such units are rented less than 90 days and further to accept from the General Court editorial or clerical changes and further that such laws shall not take effect before January 1, 2016 regardless of the active date of the legislature.

A motion was made to call the question  
Passed required 2/3rds vote declared by Moderator  
Count: 524 Yes 137 No

Main motion passed majority vote declared by Moderator  
Count: 376 Yes 278 No

Article 8. A motion was made and seconded by the Board of Selectman that the Town hereby establish a municipal water supply and water distributing system pursuant to Chapter 40, Section 39A of the General Laws; and further

That \$ 85,000,000 (85 million) is appropriated to pay costs of establishing such water supply and distribution system, including, without limitation, the costs of taking or purchasing water sources or water or flowage rights, the taking or purchasing of land or easements for the water system or for the protection of the water system or water sources, the construction and development of wells, the construction of water

towers, the construction of buildings for water treatment and pumping stations, the laying and relaying of water mains, the purchase and installation of water meters, fire hydrants and other water department equipment, and design and engineering and other costs incidental thereto, and including without limitation all costs thereof as defined in Section 1 of Chapter 29C of the General Laws;

That to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$ 85,000,000 million under and pursuant to Chapter 44 and/or Chapter 29C of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefore;

That the Treasurer with the approval of the Board of Selectmen is authorized to borrow all or a portion of such amount from the Massachusetts Water Pollution Abatement Trust (the "Trust") established pursuant to Chapter 29C of the General Laws, and in connection therewith to enter into one or more loan agreements and/or security agreements with the Trust and otherwise to contract with the Trust and the Department of Environmental Protection with respect to any loan or loans obtained through the Trust, and for any federal or state aid available for the project or for the financing thereof; and

That the Board of Selectmen is authorized to enter into a project regulatory agreement with the Department of Environmental Protection, to expend all funds available for the project and to take any other action necessary to carry out the project;

That, in accordance with Chapter 40, Section 39A of the General Laws, the Board of Selectmen is hereby authorized to act as water commissioners and to exercise all of the powers of water commissioners pursuant to Chapter 41, Section 69B of the General Laws;

That the Town hereby accepts the provisions of Chapter 40, Sections 42A through 42F and Section 42J, of the General Laws to authorize the collection of water rates, as printed in the warrant.

A motion was made to call the question  
Passed required 2/3rds vote declared by Moderator  
Count: 563 Yes 104 No

Main motion passed required 2/3rds vote declared by Moderator  
Count: 456 Yes 210 No

Article 9. A motion was made and seconded by the Board of Selectmen to transfer from Free Cash \$20,000 to the Other Post-Employment Benefits (OPEB) Trust Fund.

Passed majority vote as declared by Moderator  
Count: 490 Yes 90 No

Article 10. A motion was made and seconded by the Board of Selectmen to fix the salary and compensation of all elected officials of the Town as provided by Section 108, Chapter 41 of the General Laws as amended, and further to raise and appropriate \$77,817 the following sums of money for salaries:

Moderator	\$ 500
Town Clerk	\$67,317
Selectmen (5) 2,000 each	\$ 10,000
<b>Total</b>	<b>\$ 77,817</b>

Passed majority as declared by Moderator  
Count: 506 Yes 101 No

Article 11. A motion was made and seconded by the Board of Selectmen to transfer from Free Cash \$ 14,000 and further to raise and appropriate \$ 2,000 contingent on a Proposition 2 ½ override, for a total of \$ 16,000 to the Eastham Chamber of Commerce.

Passed majority vote as declared by Moderator  
Count: 515 Yes 89 No

Article 12. A motion was made and seconded by the Board of Selectmen to set the operating budget at **\$23,924,052** as printed in the warrant, and to meet this expenditure, to raise and appropriate and use estimated receipts totaling **\$22,932,134**

and transfer from the ambulance receipts reserved account **\$150,000** to Line 27 Fire Salaries and **\$104,000** to Line 29 Fire Capital;  
and transfer from Free Cash **\$100,000** to Line 27 Fire Salaries;  
and transfer from the Septic Loan Betterment Account **\$20,400** to Line 64 Septic Betterment Loan;  
and transfer from the Windmill receipts reserved account **\$1,000** to Line 59 Beach and recreation Expense;  
and transfer from the Government Media Access Account **\$96,120** to Line 11 Data Processing salary;  
and transfer from Free Cash **\$ 22,975** to Line 70 Retirement Assessment;  
and transfer from Free Cash **\$ 113,423** to Line 37 Nauset Capital Assessment;  
and to raise and appropriate **\$350,000** contingent on a Proposition 2 ½ override;  
further transfer from Free Cash (dog receipts) an additional **\$2,500** to Line 57 Library Expense

Passed majority vote as declared by Moderator  
Count: 450 Yes 131 No

Article 13. A motion was made and seconded by the Board of Selectmen to appropriate \$746,300, and to meet this appropriation,

to raise and appropriate \$115,000  
and transfer from Free Cash \$426,300  
and transfer from the Ambulance Receipts Reserved Account \$200,000  
and transfer from Boat Excise \$5,000  
for the purposes of acquiring the items and undertaking the improvements as printed in the warrant.

Passed majority vote as declared by Moderator  
Count: 461 Yes 98 No

Article 14. A motion was made and seconded by the Board of Selectmen in accordance with the requirements of the Town of Eastham Home Rule Charter Section 6-6A to accept the Capital Improvement Plan for FY2017-FY2021, as printed in the warrant.

Passed majority vote as declared by Moderator  
Count: 481 Yes 87 No

Article 15. A motion was made and seconded by the Board of Selectmen to transfer from Free Cash the sum of \$135,000 in the following amount to the accounts as listed:



Article 12, May 2014 Line 49 Snow and Ice \$35,000

Article 12, May 2014 Line 10 Legal Services \$25,000; and

IRAP Fund \$75,000

Passed majority vote as declared by Moderator

Count: 495 Yes 61 No

Article 16. A motion was made and seconded by the Board of Selectmen to raise and appropriate \$30,000 to raise and appropriate \$30,000 to support the cost of plowing Private Roads as authorized in G.L.c. 40, Section 6N, May 2014.

Passed majority vote as declared by Moderator

Count: 480 Yes 91 No

Article 17. A motion was made and seconded by the Board of Selectmen to indefinitely postpone Article 17.

Selectman McDonald offered as explanation that it has come to light that there is a legal defect in the road layout process by the Board of Selectmen the results of this article not being fully prepared for vote at this meeting. For that reason until the layout process can be completed in advance of a future town meeting. The Board will try to obtain permission from the road abutters to allow the town to affect minor repairs (grading) and to keep the road passable.

Motion to end debate to indefinitely postpone Article 17 passed

Required 2/3rds vote as declared by Moderator

Count: 425 Yes 87 No

Motion to indefinitely postpone Article 17 failed as declared by Moderator

Count: 144 Yes 370 No

A motion was then made and seconded by the Board of Selectmen to accept as a town way that portion of the way know as Hay Road, from the intersection with Governor Prence Road to the intersection with Deacon Paine Road as heretofore laid out by the Board of Selectmen and shown on a plan of land entitled, "Cape Town Hills Plan of Land in Eastham MA for Robert Erickson & John B. Curtiss" and also shown on Subdivision Plan of Land in Eastham for John B. and Ruth F. Curtiss and Book 212, Page 89 and more particularly described in Deed recorded with Barnstable County Registry of Deeds in Book 191 Page 21 for all purposes for which public ways are used in the Town of Eastham, and accept any related drainage, utility access and/or other easements, and as funding, to transfer from Free Cash \$5,000 for said purposes.

Motion to call the question passed required 2/3rds vote as declared By Moderator

Count: 475 Yes 31 No

Main motion passed majority vote as declared by Moderator

Count: 442 Yes 68 No



Article 18. A motion was made and seconded by the Board of Selectmen to vote to amend the Town of Eastham Code, Section 26-1, entitled "Four Wheel Drive Vehicles on Beaches", Section C by adding language after the words "Coast Guard Beach" as follows:

*except as may be permitted by annual renewal by the Board of Selectmen after a public hearing and under such terms and conditions as they may set.*

So that the paragraph in its entirety reads as follows:

C. All operation of vehicles shall be prohibited from the beach, dune and marsh area lying south of Coast Guard Beach, *except as may be permitted by annual renewal by the Board of Selectmen after a public hearing and under such terms and conditions as they may set.*

A motion was made to call the question  
Passed required 2/3rds vote as declared by Moderator  
Count: 373 Yes 55 No

Main motion failed majority vote declared by Moderator  
Count: 164 Yes 268 No

Article 19. A motion was made and seconded by the Board of Selectmen to transfer from Free Cash the sum of \$30,000 to the Tri-Town Septage Treatment Facilities Account to pay the Town of Eastham's one third share of the design fees to prepare plans and specifications to demolish the Tri-Town Septage Treatment Facilities.

Passed majority vote declared by Moderator  
Count: 311 Yes 20 No

Article 20. A motion was made and seconded by the Board of Selectmen to transfer \$678,483, pursuant to the provisions of G.L. c.44B §(6) from the FY2016 estimated Community Preservation Receipts for the following purposes and to the following accounts:

Open Space Reserve \$75,386;  
Historical Reserve \$75,386;  
Affordable Housing \$75,386;  
and budgeted Reserve For Appropriation \$452,325

Passed majority vote declared by Moderator  
Count: 278 Yes 37 No

Article 21. A motion was made and seconded by the Board of Selectmen to transfer from the FY 2016 estimated Community Preservation revenues \$75,386 to an Active Recreation Reserve for the purpose of setting aside Community Preservation Act funds, consistent with G.L. c.44B, §5(b)(3), in an account to support land for active recreational use, to be known as the Active Recreation Reserve, which amounts shall be accounted for separately and may be expended in the future only upon a further recommendation from the Community Preservation Committee and appropriation by Town Meeting; all as recommended by the Community Preservation Committee.

Passed majority vote declared by Moderator  
Count: 304 Yes 28 No

Article 22. A motion was made and seconded by the Board of Selectmen to transfer from the Community Preservation Fund Balance \$27,693 to the Community Preservation Administrative Expense Account, and \$10,000 to May 2015, Article 12, Line 19 for the purpose of administrative expenses.

Passed majority vote declared by Moderator

Count: 281 Yes 30 No

Article 23. A motion was made and seconded by the Board of Selectmen to transfer from the Community Preservation Open Space Reserve \$164,000 and further to transfer \$274,625 from the Community Preservation Fund Balance, for a total appropriation of \$438,625 with said expenditure contingent on receipt of gifts or grants of no less than \$100,000 and under such terms and conditions as the Selectmen may impose to authorize the Board of Selectmen to acquire by gift, purchase or eminent domain, a fee simple interest or less in two parcels of land located at 225 Widgeon Drive and 5 Blue Bill Lane, Eastham, to be held under the care, custody, management and control of the Conservation Commission for the purpose of creating in perpetuity a Diamondback Terrapin Habitat area for nesting, study, and preservation of the species, under such terms and conditions which the Board of Selectmen may impose; and as funding therefore to appropriate the sum of \$438,625 for the acquisition and other related costs associated therewith from the Community Preservation Open Space Reserves and/or the unrestricted reserves and/or borrow said total sum which shall be reduced by the amount of any grants or gifts received pursuant to the provisions of G. L. c. 44B, §11, G. L. c. 44, §7 or any other enabling authority, provided that no funds appropriated hereunder shall be expended until the Town receives gifts totaling a minimum of \$100,000 for the purposes of this Article; and further to authorize the Board of Selectmen to grant a perpetual conservation restriction on the property in accordance with the provisions of G. L. c.44B, §12 and c. 184, §§31-33 to a public or private nonprofit entity or government agency as the Board of Selectmen and the Conservation Commission deem appropriate; and further, to authorize the Board of Selectmen and the Conservation Commission to file on behalf of the Town any and all applications deemed necessary for grants and/or reimbursements from the Commonwealth of Massachusetts or any other grant programs.

Passed majority vote declared by Moderator

Count: 303 Yes 34 No

Article 24. A motion was made and seconded by the Board of Selectmen to transfer from the Community Preservation Historic Reserve as a grant to the Eastham Historical Society \$30,000 for restoration of a structure on its property at 2375 Route 6 known as the 1936 Dill Beach Camp, and under such terms and conditions as the Selectmen may impose, and further to authorize the Board of Selectmen to enter into a grant agreement with the Eastham Historical Society under such terms and conditions as the Town Administrator shall deem appropriate.

Passed majority vote declared by Moderator

Count: 256 Yes 22 No

Article 25. A motion was made and seconded by the Board of Selectmen to transfer from the Community Preservation Fund Balance as a grant to Habitat for Humanity, \$45,000 for the creation of an affordable single family house in Eastham on land owned or to be owned in the Town of Eastham to be sold to an eligible low income household, under such terms and conditions as the Board of Selectmen may require, and to authorize the Board of Selectmen to enter into a grant agreement with Habitat setting the terms and conditions under which the funds may be expended and requiring the grant from Habitat to the Town of an affordable housing deed restriction in perpetuity on the property in the form approved by the Department of Housing and Community Development.

Passed majority vote declared by Moderator

Count: 258 Yes 25 No

Article 26. A motion was made and seconded by the Board of Selectmen to transfer, as a grant, to the Eastham Affordable Housing Trust \$149,500 from the Affordable Housing Reserve Account and \$250,500 from the Community Preservation Fund Balance for a total of \$400,000, for a grant from the Town to the Town of Eastham Affordable Housing Trust for the purpose of purchasing existing housing units in Eastham and converting them to affordable rental units; under such terms and conditions as the Board of Selectmen deem appropriate and requiring that the Trust grant to the Town an affordable housing deed restriction in perpetuity on the property or properties and in the form approved by the Department of Housing and Community Development.

Passed majority vote declared by Moderator

Count: 238 Yes 30 No

Article 27. A motion was made and seconded by the Board of Selectmen to transfer, as a grant, to the Eastham Affordable Housing Trust \$153,500 from the Community Preservation Fund Balance to fund a Rental Subsidy Program, for the purpose of continuing a Rental Subsidy Program, under such terms and conditions as the Board of Selectmen may require and to authorize the Board of Selectmen to enter into a grant agreement with the Trust setting forth the terms and conditions under which the funds may be expended.

Passed majority declared by Moderator

Count: 247 Yes 23 No

Article 28. A motion was made and seconded by the Board of Selectmen to transfer from the Community Preservation Fund Balance, \$36,000, as a grant to the Eastham Affordable Housing Trust \$24,000 of which will be transferred to May 2015, Article 12, Line 19 for the purpose of funding staff assistance; under such terms and conditions as the Board of Selectmen may require.

Passed - voice majority as declared by Moderator

Article 29. A motion was made and seconded by the Board of Selectmen to amend the Code of the Town of Eastham by adding a new Chapter 90, Section 7, Article 2 Civil Fingerprinting

In order to protect the health, safety, and welfare of the inhabitants of the Town of Eastham, as authorized by Chapter 6, Section 172B ½ of the Massachusetts General Laws, this bylaw shall require:

1. Applicants for a license listed herein to submit to fingerprinting by the Eastham Police Department.

Said licenses include:

- A. Hawking and Peddling or other Door-to-Door Salespeople,
- B. Manager of Alcoholic Beverage License
- C. Owner or Operator of Public Conveyance
- D. Dealer of Second-hand Articles
- E. Pawn Dealers,
- F. Ice Cream Truck Vendors
- G. Hackney Drivers,



2. The Police Department to arrange for the conduct of fingerprint-based criminal record background checks; and

3. The Town to consider the results of such background checks in determining whether to grant such a license.

The Town authorizes the Massachusetts State Police, the Massachusetts Department of Criminal Justice Information Systems (DCJIS), and the Federal Bureau of Investigation (FBI), as may be applicable, to conduct on the behalf of the Town and its Police Department fingerprint-based state and national criminal history records checks, including FBI records, consistent with this bylaw. The Town authorizes the Police Department to receive and utilize FBI records in connection with such background checks, consistent with this bylaw. The Town shall not disseminate criminal record information received from the FBI to unauthorized persons or entities.

The licensing authority shall utilize the results of any fingerprint-based criminal records background check performed pursuant to this Chapter for the sole purpose of determining the applicant's suitability for the proposed occupational activity. The licensing authority may deny an application for any license specified herein, including renewals and transfers thereof, if it determines that the results of the fingerprint-based criminal records background check render the applicant unsuitable for the proposed occupational activity.

No application shall be denied on the basis of information contained in a criminal record until the applicant has been afforded a reasonable time, as determined by the licensing authority, to correct or complete the information, or has declined to do so.

Each applicant for a license listed in §74-2 shall pay a fee set by the Board of Selectmen, but no less than \$100. A portion of said fee, as specified by G.L. c.6 §172B ½ of the General Laws, shall be deposited into the Firearms Fingerprint Identity Verification Trust Fund, and the remainder shall be retained by the Town for costs associated with the administration of the system.

Failed to pass required majority as declared by Moderator  
Count: 104 Yes 176 No

Article 30. A motion was made and seconded by the Board of Selectmen to amend the Code of the Town of Eastham by adding a new Chapter 105, Section 7, Article 4, Public consumption of Marijuana or Tetrahydrocannabinol.

#### **A. No Public Consumption.**

No person shall smoke, ingest, or otherwise use or consume marijuana or tetrahydrocannabinol, as defined in G.L. c. 94C, Section 1, while in or upon any street, sidewalk, public way, footway, passageway, stairs, bridge, park, playground, beach, recreation area, boat landing, public building, schoolhouse, school grounds, cemetery, parking lot, or any area owned by or under control of the Town, or in or upon any bus or other passenger conveyance operated by a common carrier within the Town, or in any place accessible to the public within the Town.

#### **B. Violation and Penalties.**

Violation of Section 1 is punishable by a fine of up to \$300, and may be enforced through Non-Criminal Disposition under G.L. c.40, § 21D or by indictment or complaint under G.L. c.40, §21; when enforced through Non-Criminal Disposition under G.L. c.40 § 21D, the penalties shall be as follows:

First offense: \$150.00

Second and subsequent offenses: \$300.00

Any penalty imposed under this Bylaw shall be in addition to any civil penalty imposed under G.L. c. 94C, §32L.

Motion to end debate passed required 2/3 rds vote declared by Moderator  
Count: 250 Yes 26 No

Main motion failed to pass majority declared by Moderator  
Count: 133 Yes 141 No

Article 31. A motion was made and seconded by the Board of Selectmen to accept the published reports of the Town officers as printed and made available to the public in the 2014 Town of Eastham Annual Report, and to hear any unpublished reports of committees and to do or act on anything which may legally come before this meeting.

Passed majority voice vote as declared by Moderator

There were 702 voters present at the close of Town Meeting out of a possible 3947. This was the first time electronic voting was implemented. There being no further action of Town Meeting, the Selectmen moved and seconded a motion to dissolve Town Meeting at 10:45 p.m. The Moderator declared Town Meeting dissolved after a unanimous vote by voters.

A True Copy Attest:

Susanne Fischer  
Town Clerk

**Eastham Annual Town Election  
May 19, 2015**

Pursuant to the conditions of the foregoing warrant, the voters assembled at Town Hall to cast their ballots for the following offices and questions on the warrant:

The results are as follows:

Selectman

Three-year term Vote for one

William F. O'Shea	612
Blanks	97
Total	709

Housing Authority

Three-year term Vote for one

Gerald E. Cerasale	538
Blanks	171
Total	709

Nauset Regional School Committee

Three-year term Vote for one

Sarah Blackwell	357
Judy M. Lindahl	316
Blanks	36
Total	709

Housing Authority

Four-year term Vote for one

Lisa M. Radke	530
Blanks	179
Total	709

Elementary School Committee

Three-year term Vote for one

Mary L. Sette	596
Blanks	113
Total	709

Library Trustee

Three-year term Vote for one

David H. Payor	597
Blanks	112
Total	709

Housing Authority

Two-year term Vote for one

Mary Beth O'Shea	594
Blanks	115
Total	709

Question #1

Shall the Town of Eastham be allowed to assess an additional \$850,000 in real estate and personal property taxes for the purposes of funding the operating and school budgets for the fiscal year beginning July 1, 2015.

Yes	450	No	246
Blanks	13		
Total	709		

The polls opened at 7:00 a.m. and closed at 8:00 p.m. The results were read and posted by the Warden, Shaw Shea. There were 3947 voters registered for this election with 709, (18.0) percent casting their ballots.

A True Copy Attest

Susanne Fischer  
Town Clerk

# COLLECTOR'S REPORT OUTSTANDING TAXES

	UNCOLLECTED TAXES 06/30/2014	COMMITMENTS	ABATEMENTS AND ADJUSTMENTS	TRANSFERS TO TAX TITLE	COLLECTIONS NET OF REFUNDS	UNCOLLECTED TAXES 6/30/2015
REAL ESTATE						
2013	\$ 28,640	\$ -	\$ -	\$ 5,151	\$ 23,489	\$ -
2014	\$ 312,112.01	\$ -	\$ 1	\$ 36,125	\$ 237,430	\$ 38,557
2015	\$ -	\$ 18,687,264	\$ 89,335	\$ -	\$ 18,311,811	\$ 286,118
COMMUNITY PRESERVATION ACT						
2013	\$ 566	\$ -	\$ -	\$ 154	\$ 412	\$ -
2014	\$ -	\$ 551,247	\$ 2,939	\$ -	\$ 539,935	\$ 8,373
2015	\$ -	\$ 560,605	\$ 2,680	\$ -	\$ 550,966	\$ 6,959
PERSONAL PROPERTY						
Prior Years	\$ 428	\$ -	\$ -	\$ -	\$ -	\$ 428
2007	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2008	\$ 14	\$ -	\$ -	\$ -	\$ 14	\$ -
2009	\$ 23	\$ -	\$ 8	\$ -	\$ 15	\$ -
2010	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2011	\$ 37	\$ -	\$ 37	\$ -	\$ -	\$ -
2012	\$ 31	\$ -	\$ 17	\$ -	\$ -	\$ 14
2013	\$ 287	\$ -	\$ -	\$ -	\$ 166	\$ 121
2014	\$ 2,550	\$ -	\$ 1	\$ -	\$ 2,247	\$ 302
2015	\$ -	\$ 184,498	\$ 533	\$ -	\$ 180,589	\$ 3,376

# **COLLECTOR'S REPORT** **OUTSTANDING TAXES**

MOTOR VEHICLE & BOAT EXCISE TAX	UNCOLLECTED TAXES		ABATEMENTS AND ADJUSTMENTS		COLLECTIONS NET OF REFUNDS	UNCOLLECTED TAXES 6/30/2015
	06/30/2014	COMMITMENTS				
1990	\$ 1,647	\$ -	\$ 1,647	-	\$ -	\$ -
1991	\$ 1,837	-	1,837	-	\$ -	\$ -
1992	\$ 1,549	-	1,549	-	\$ -	\$ -
1993	\$ 902	-	902	-	\$ -	\$ -
1994	\$ 1,115	-	1,115	-	\$ -	\$ -
1995	\$ 839	-	696	-	\$ -	\$ 143
1996	\$ 1,449	-	1,260	-	\$ -	\$ 189
1997	\$ 1,366	-	1,132	-	\$ -	\$ 234
1998	\$ 1,530	-	1,309	-	\$ -	\$ 221
1999	\$ 1,380	-	1,023	-	\$ -	\$ 357
2000	\$ 2,637	-	2,089	-	\$ -	\$ 548
2001	\$ 2,194	-	-	-	\$ -	\$ 2,194
2002	\$ 2,530	-	-	-	\$ -	\$ 2,530
2003	\$ 2,127	-	38	-	\$ -	\$ 2,089
2004	\$ 2,410	-	38	-	\$ -	\$ 2,372
2005	\$ 2,259	-	-	121	\$ -	\$ 2,138
2006	\$ 2,592	-	-	-	\$ -	\$ 2,592
2007	\$ 1,336	-	-	-	\$ -	\$ 1,336
2008	\$ 2,203	-	-	-	\$ -	\$ 2,203
2009	\$ 2,716	-	-	258	\$ -	\$ 2,458
2010	\$ 2,413	-	-	215	\$ -	\$ 2,198
2011	\$ 2,920	-	-	198	\$ -	\$ 2,722
2012	\$ 3,190	-	98	881	\$ -	\$ 2,212
2013	\$ 8,481	-	258	3,542	\$ -	\$ 4,681
2014	\$ 52,836	80,627	6,053	117,198	\$ -	\$ 10,213
2015	\$ -	743,155	19,947	685,243	\$ -	\$ 37,965



**TREASURER'S CASH**  
**June 30, 2015**

Cash & Checks in Office	\$	150
Non-Interest Bearing Checking Accounts	\$	-
Interest Bearing Checking Accounts	\$	32,486,557
Liquid Investments	\$	-
Trust Funds	\$	<u>1,337,538</u>
Total All Cash and Investments	\$	<u><u>33,824,245</u></u>

Respectfully Submitted,

Joan M. Plante  
Treasurer/Collector

**TRUST FUNDS**  
**June 30, 2015**

<b><u>FUND NAME</u></b>	<b><u>EXPENDABLE</u></b>	<b><u>NON- EXPENDABLE</u></b>	<b><u>BALANCE 6/30/15</u></b>
Timothy Smith Fund	\$ 154,344.04	\$ 50,000.00	\$ 204,344.04
Olde Wind Grist Mill	\$ 5,128.75	\$ 5,500.00	\$ 10,628.75
Town Hall Fund	\$ 2,904.48	\$ 1,400.00	\$ 4,304.48
World War I Memorial Fund	\$ 618.39	\$ 268.38	\$ 886.77
Maurice Wiley Scholarship Fund	\$ 3,739.38	\$ 2,040.00	\$ 5,779.38
Mercy Mines Cemetery Fund	\$ 824.24	\$ 50.00	\$ 874.24
Frank O. Daniels Cemetery Fund	\$ 61.01	\$ 50.00	\$ 111.01
Eastham Grange Educational Aid	\$ 12,095.18	\$ -	\$ 12,095.18
Affordable Housing Trust	\$ 512,376.91	\$ -	\$ 512,376.91
Stabilization	\$ 52,856.22	\$ -	\$ 52,856.22
Law Enforcement Trust	\$ 3,639.70	\$ -	\$ 3,639.70
OPEB Trust Fund	\$ 5,004.55	\$ -	\$ 5,004.55
Library Trustees Interest Account	\$ 418,058.93	\$ -	\$ 418,058.93
Library Trustees Memorial Fund	\$ 14,850.84	\$ 48,682.81	\$ 63,533.65
Eugenia & Andrew Merrill Memorial Fund	\$ 709.50	\$ 500.00	\$ 1,209.50
Robert C. Billings Memorial Fund	\$ 6,420.19	\$ 14,000.00	\$ 20,420.19
Thomas R. Cawley Memorial Fund	\$ 472.30	\$ 1,275.00	\$ 1,747.30
Gertrude D. Nason Memorial Fund	\$ 2,649.20	\$ 2,500.00	\$ 5,149.20
Gertrude P. Zollinger Memorial Fund	\$ 1,005.97	\$ 1,000.00	\$ 2,005.97
Robert W. Sparrow Memorial Fund	\$ 243.17	\$ 8,162.00	\$ 8,405.17
Capt. Cyrus H. Campbell Memorial Fund	\$ 662.49	\$ 1,000.00	\$ 1,662.49
Vivian Andrist Memorial Fund	\$ 154.86	\$ 2,290.00	\$ 2,444.86

Respectfully Submitted,

Joan M. Plante  
Treasurer/Collector

## **EASTHAM VETERANS' SERVICES**

To the Honorable Board of Selectmen and the Citizens of the Town of Eastham:

The following report is of the activities of the Department of Veterans' Services for Calendar Year 2015. Our duties are categorized in two basic areas: Benefits and Services.

### **Commonwealth Low-income Benefits:**

This program is covered and authorized under Massachusetts General Law Chapter 115. It provides financial assistance to honorably-discharged veterans who establish need and worthiness and are residents of the Town of Eastham. During the year the town, through our office, extended benefits to qualified veterans totaling \$9,900 for housing, food, heat, medical and other related costs. The amount expended was reimbursed to the town by the Commonwealth at a rate of 75 percent of total expenditures.

### **Federal Benefits and Services:**

We assisted veterans and their dependents in obtaining federal, state and local benefits under the broad umbrella of the Department of Veterans Affairs. These services included payments for service-connected disabilities, pensions, education, medical, burial, medals and records. During the year, this office assisted in obtaining \$1,075,850 in cash payments for compensation and pensions for Eastham veterans and their dependents. These federal funds greatly reduced the demand on our local aid fund.

We would like to extend our thanks to the Eastham Council on Aging for hosting an annual seminar which allows us to inform the town's veterans and widows regarding their available benefits.

We would especially like to thank the town administrator and town accountant for their assistance and support throughout the year.

### **Contact Information:**

Our service officers for the town are Wil Remillard and Robert Schultz. We encourage all veterans and their dependents to utilize our services. We hold office hours for the Lower Cape at our office located at 100 Oak Street, Harwich on Tuesday, Wednesday and Thursday from 9:00 AM to 4:00 PM. The phone number is 1-508-430-7510. Veterans may also contact our main office in Hyannis five days per week at 1-888-778-8701.

In Service to Veterans,

Wilfred Remillard  
Veterans Service Officer  
Town of Eastham

Edward F. Merigan  
Director/Veterans Agent  
Barnstable District

## **VISITOR'S TOURISM AND PROMOTION SERVICES BOARD REPORT**

Our charge is to enhance and promote services for tourists which will also provide opportunities for our residents.

Musical performances on Monday nights continue to be our largest endeavor. Each Monday night during July and August we bring a different musical group to the Windmill Green. We feature different musical groups with many styles and types of music to appeal to the different tastes of our audience. We include local musicians as well as groups from other areas.

Eastham Forum Flower Islands (EFFI) continues to receive our support in the beautification of our traffic islands.

Our banners continue to welcome everyone each season with some of our budget paying for the installation of the banners seasonally.

We have strived to enhance Windmill Green in the holiday season, as well as during the summer with lighted trees and displays.

The committee is also working to produce updated maps which will be available to everyone.

Prudence Kerry, Chair  
Bonnie Nuendel  
Barbara Komins  
Edward Atwood  
Jim Russo

## WATER MANAGEMENT COMMITTEE

The Water Management Committee, with nine members, provides review and advice on public water supply, wastewater, and protection of surface, ground, fresh, and estuary water quality.

**Minister/Schoolhouse Pond Remediation.** As a first step, the town committed to pursue an aquatic plant community survey which, if found acceptable, would support macrophyte harvesting as a remedial measure. The survey would determine the presence of nuisance species and any protected species. The commitment responds to requests by pond abutters to the Water Management Committee and Board of Selectmen for remediation.

**Brochure, Keeping Eastham Ponds Healthy.** Distribution of the tri-fold brochure published by the committee in January 2014 continued in 2015 with the intent to explain existing conditions and encourage appropriate actions by individuals. More than 800 copies reached the public via the Eastham Library, Council on Aging, Chamber of Commerce, Town Hall, Beach Sticker Office and Windmill Weekend.

**Committee Website and Water Reference Library List.** To improve access to water studies, reports and sampling data, the committee revised the structure and content of the committee website. The new assemblage contains 45 files in six folders and awaits posting beginning in 2016. As directed in the committee charge, work continued assembling a water reference, library list relative to Eastham with 34 documents listed at year end.

**Committee Member Retirements.** The committee recognizes for their contribution William Nugent and Marcel Boelitz, two long-time members with a combined, total service of 21 years, and Roger Dumas who retired from the committee in June 2015.

**Other Water-Related Actions.** The committee monitored the following actions:

**1. Municipal Water Supply.** Eastham citizens voted to accept an \$85 million, town-wide public municipal supply service with 456 in favor and 212 opposed at the May 4 Annual Town Meeting. Having already approved a \$45.8 million “backbone” service at the May 5, 2014 Annual Town Meeting, the total cost will be \$133 million over 12 years of construction. The average homeowner pays \$12,000 over 30 years. Construction workers partially assembled a water storage tank and installed water mains on Route 6 before pausing until spring. By December 2015 and after 26 weeks, construction workers had installed almost 95,500 feet (18 miles) of six, eight, and 12-inch water mains in the landfill contamination area and along Route 6. Design of an interconnection for contingency support with the Town of Orleans service continues. The phase I area, including the contamination section, will begin receiving water service in fall 2016.

**2. Federal Clean Water Act, Section 208, Cape Cod, Plan Update.** In September 2015 the U.S. Environmental Protection Agency approved the Cape Cod region 208 Section plan update, completing a planning process begun in July 2014 with \$3 million in state funding, and carried out by the Cape Cod Commission and plan stakeholders including Eastham citizen volunteers. The plan identifies approaches and tools to reduce excessive plant nutrient nitrogen, primarily of septic origin, moving from the land into coastal embayments, and responds to a lawsuit by

the Conservations Law Foundation driving update of the plan. The update encourages use of both traditional and non-traditional technologies such as sewage collection and treatment, aquaculture, coastal habitat restoration, floating constructed wetlands, and permeable reactive barriers. With the update came creation of waste management agencies by tasking boards of selectmen to manage town watersheds, drawing upon town authority to raise and commit funding and hold watershed permits - a new tool.

**3. Eastham Wastewater Planning Update.** The Town of Eastham renewed wastewater planning with information generated in the Cape-region, Clean Water Act, Section 208 Plan update completed in June 2015. The intent is to develop sufficient understanding of needs and courses of action to enable preparation of a newly required watershed report by June 2016 and negotiation of shared approaches and structures with adjoining towns. Consultants reviewed both wastewater needs and analysis studies prepared by the town in 2009 and the Massachusetts Estuary Project (MEP) report for Nauset Harbor Embayment, May 2012, including related documents. The Nauset MEP identifies Eastham as responsible for removal of 75 percent of the 25 percent share of plant nutrient nitrogen moving from Eastham land to the Town Cove, and 100 percent for Salt Pond. A \$30,000 Wastewater Technical Assistance grant from the State Department of Environmental Protection partially funds the planning.

**4. Closed Landfill Groundwater Contamination.** Field investigation by the Town of Eastham consultant continued to better locate the spatial limit of the 1-4 Dioxane groundwater contamination which was first documented in the Immediate Action Response Plan, dated January 2013. As required by law, the town filed quarterly Immediate Action Response Plans with the State Department of Environmental Protection in 2015.

**5. Orleans Water Quality Advisory Panel.** At the Annual Town Meeting in May 2015 Orleans voters accepted and committed funding for a consensus wastewater planning strategy developed by the advisory panel. This consists of traditional approaches, including sewage collection and treatment separately for the village center and Meetinghouse Pond areas, and non-traditional ones including aquaculture, coastal habitat restoration, floating constructed wetlands and permeable reactive barriers. For Eastham, the planning creates opportunities for shared efforts to address water quality in Nauset Harbor and Rock Harbor. The panel continues planning and tracking implementation and consists of the Orleans Board of Selectmen and citizen groups with advice from consulting engineers and input from the Cape Cod Commission and State Department of Environmental Protection staff and appointed representatives from Eastham and Brewster.

**6. Orleans-Brewster-Eastham Groundwater Protection District.** Eastham, Brewster and Orleans Selectmen separately voted in November and December 2015 to discontinue their inter-municipal agreement to operate the Tri-Town Septage Treatment Facility beyond December 2016. This will include not pursuing renovations to enable 3-5 years of more operation, based in part on cost estimates for alternative courses of action prepared by an Orleans wastewater consultant. The Town of Orleans voted in May 2015 to construct a new sewage treatment facility and to collect sewage from the village center area. The Eastham Selectmen continue to propose that Orleans accept and treat Eastham sewage if cost effective.

**7. Surface Water Quality Monitoring.** Fifteen Eastham citizen volunteers continued sample and data collection, once each in April and September 2015 in 11 freshwater ponds under the Pond and Lakes Stewards (PALS) program administered by Barnstable County. Two additional volunteers sampled in Salt Pond on five dates from June through September under a Pleasant Bay Alliance program funded by Orleans and begun in 2003. A sampling event in freshwater ponds collects a total of 52 samples and 158 readings (temperature, transparency, dissolved oxygen, etc.) from the 11 ponds, and continues monitoring begun in 2001.

**8. Rock Harbor Boat Basin Water Quality Regulation.** Submission of a proposal by the Towns of Eastham and Orleans to regulate Rock Harbor water quality as a boat basin continued to await the results of Eastham and Orleans ongoing wastewater planning.

Respectfully submitted,

Charles Harris, Chair

## ZONING BOARD OF APPEALS

The following information summarizes the activities of the Eastham Zoning Board of Appeals for 2015.

The Zoning Board acted on 17 applications, distributed as follows:

Special permits	12
Variances	4
Withdrawn	1

In November, board members attended a training session on Chapter 40B (Affordable Housing) Comprehensive Permitting. The purpose of the workshop was to inform pertinent boards and committees about the regulatory and legal framework of the comprehensive permitting process and to educate board members on the roles and responsibilities of the Zoning Board of Appeals during a comprehensive permit hearing.

The Zoning Board also updated and then adopted changes to the board's rules and regulations, including revisions to the ZBA application for the purposes of clarifying procedures and improving customer service to applicants. The board also adopted new guidelines specific to comprehensive permit proposals.

Respectfully submitted,

Robert J. Sheldon, Chair  
Edward Schneiderhan, Vice Chair  
Joanne Verlinden, Clerk  
George Reinhart  
John Zazzaro  
Stephen L. Wasby, Alternate

# TOWN ACCOUNTANT

TOWN OF EASTHAM  
Combined Balance Sheet-All Fund Types And Account Group  
June 30, 2015

	Governmental Fund Types			Fiduciary Fund Types		Account Group		Totals
				Types		General Long Term Obligation	Memorandum Only	
	General	Special Revenue	Capital Projects	Trust & Agency				
Assets								
Cash	4,904,451.05	4,909,035.73	22,676,625.26	1,334,133.33			33,824,245.37	
Petty Cash	495.00						495.00	
Investments								
Property Taxes Receivable:								
Real Estate	324,674.56						324,674.56	
Personal Property	4,240.87						4,240.87	
Land Bank/CPC	7,792.79						7,792.79	
Reserved for Abatements/Exemptions	(225,065.83)						(225,065.83)	
Other Accounts Receivable:	8,042.10						119,115.11	
Motor Vehicle Excise Tax	77,229.33			111,073.01			77,229.33	
Other Excise	4,365.81						4,365.81	
Tax Liens	151,434.57	2,527.09					153,961.66	
Accounts Receivable		6,083.08					6,083.08	
Special Assessments		118,943.83					118,943.83	
Departmental (Ambulance)		285,963.76					285,963.76	
Intergovernmental							-	
Deferred Taxes								
Tax Foreclosures	58,928.12						58,928.12	
Amounts To Be Provided For Retirement Of Long Term Obligations						60,366,580.81	60,366,580.81	
Total Assets	5,316,588.37	5,322,553.49	22,676,625.26	1,445,206.34		60,366,580.81	95,127,554.27	



	Governmental Fund Types			Fiduciary Fund Types		Account Group	Totals
				<u>Types</u>			
	General	Special Revenue	Capital Projects	Trust & Agency	General Long Term Obligation	{Memorandum Only}	
<b>Liabilities and Fund Equity</b>							
Warrants payable	288,406.38						288,406.38
Net Payroll Payable	312,749.66						312,749.66
Payroll Withholdings	132,723.77						132,723.77
Firearms Payable	2,262.50						2,262.50
Other Liabilities							-
Deferred Revenue Real Estate	322,005.08						322,005.08
Deferred Revenue Other	89,637.24	413,517.76		111,073.01			614,228.01
<b>Landfill Closure and Postclosure Care Costs</b>							
Accrued Sick/vacation Liability							
Leases Payable					345,483.83		345,483.83
Bond Anticipation Notes					301,396.98		301,396.98
Notes Payable-Current			21,112,500.00				21,112,500.00
Bonds Payable						12,107,200.00	12,107,200.00
Authorized & Unissued						47,612,500.00	47,612,500.00
<b>Total Liabilities</b>	<b>1,147,784.63</b>	<b>413,517.76</b>	<b>21,112,500.00</b>	<b>111,073.01</b>	<b>60,366,580.81</b>		<b>83,151,456.21</b>

<b>Fund Equity:</b>				
Fund Balances:				
Reserved:				
Reserved for Encumbrances	366,055.47			366,055.47
Reserved for Special Articles	1,278,276.60			1,836,216.40
Reserved for Debt	348,461.66	557,939.80		348,461.66
Reserved for Expenditures	744,198.00			744,198.00
Reserved for Expend-Open Space		88,886.78		88,886.78
Reserved for Expend-Housing		74,186.00		74,186.00
Reserved for Expend-Historical		123,359.46		123,359.46
Reserved for Petty Cash				
Reserved for Over/Under Assessments				
Unreserved:				
Unreserved Appropriation Deficits				
Undesignated/Unreserved	1,431,812.01	4,064,663.69	1,564,125.26	8,394,734.29
	<u>4,168,803.74</u>	<u>4,909,035.73</u>	<u>1,564,125.26</u>	<u>-</u>
<b>Total Fund Equity</b>			<b>1,334,133.33</b>	<b>11,976,098.06</b>
	<u>5,316,588.37</u>	<u>5,322,553.49</u>	<u>22,676,625.26</u>	<u>95,127,554.27</u>
<b>Total Liabilities and Fund Equity</b>			<b>60,366,580.81</b>	<b>95,127,554.27</b>

# Net Funded Fixed Debt FY 2015

	BALANCE		RETIRED	ADDITIONS	BALANCE		
	7/1/2014				6/30/2015		
<u>Inside Debt Limit</u>							
FIRE STATION	\$	300,000.00	\$	150,000.00	\$	150,000.00	
PURCELL PROPERTY	\$	270,000.00	\$	40,000.00	\$	230,000.00	
ASCHETTINO PROPERTY	\$	385,000.00	\$	55,000.00	\$	330,000.00	
TITLE V MWPAT	\$	192,600.00	\$	20,400.00	\$	172,200.00	
ELEMENTARY SCHOOL	\$	4,900,000.00	\$	410,000.00	\$	4,490,000.00	
MUNICIPAL WATER	\$	2,630,000.00	\$	395,000.00	\$	2,235,000.00	
LIBRARY				\$	4,500,000.00	\$	4,500,000.00
TOTAL BONDS AUTHORIZED						\$	12,107,200.00
TOTAL LONG TERM DEBT						\$	12,107,200.00

# Revenue June 30, 2015

	General	Community Preservation	Municipal Water Supply	Library Building	Nonmajor Governmental Funds	Total Revenue
<b>REVENUES</b>						
REAL ESTATE AND PERSONAL PROPERTY TAXES	18,682,252					18,682,252
MOTOR VEHICLE AND OTHER EXCISE TAXES	803,455					803,455
HOTEL/MOTEL TAXES	288,092					288,092
TAX LIENS	24,916					24,916
IN LIEU OF TAXES	7,349					7,349
COMMUNITY PRESERVATION SURCHARGES	-	557,833				557,833
CHARGES FOR SERVICES					423,705	423,705
INTERGOVERNMENTAL	509,604	230,578		866,385	281,094	1,887,661
PENALTIES AND INTEREST ON TAXES	91,157					91,157
LICENSES, PERMITS AND FEES	500,617					500,617
FINES AND FORFEITURES	37,553				1,717	39,270
DEPARTMENTAL	1,884,686				531,194	2,415,880
CONTRIBUTIONS					76,672	76,672
INVESTMENT INCOME	4,669	3,813		4,996	4,466	17,944
<b>TOTAL REVENUES</b>	<b>22,834,350</b>	<b>792,224</b>	<b>-</b>	<b>871,381</b>	<b>1,318,848</b>	<b>25,816,803</b>

**TOWN OF EASTHAM**  
**SUMMARY OF APPROPRIATIONS & EXPENDITURES**  
**June 30, 2015**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<b>MODERATOR</b>					
SALARY	150.00		150.00	150.00	0.00
<b>TOTAL MODERATOR</b>	<b>150.00</b>		<b>150.00</b>	<b>150.00</b>	<b>0.00</b>
<b>SELECTMEN (ELECTED) SALARY</b>					
ADMINISTRATION SALARY	10,000.00		10,000.00	6,000.00	4,000.00
ADMINISTRATION EXPENSE	387,720.00		387,720.00	348,791.14	38,928.86
TOTAL SPECIAL ARTICLES FOR FY2014	16,100.00		16,100.00	15,278.28	821.72
CONTINUING APPROPRIATIONS	826,277.00	-64,363.00	761,914.00	296,263.48	465,650.52
LEGAL SERVICES EXPENSE		1,116,136.89	1,116,136.89	285,174.36	830,962.53
TOWN REPORT	80,000.00	25,000.00	105,000.00	100,080.40	4,919.60
	8,050.00	2,844.97	10,894.97	10,894.97	0.00
<b>TOTAL SELECTMEN</b>	<b>1,328,147.00</b>	<b>1,079,618.86</b>	<b>2,407,765.86</b>	<b>1,062,482.63</b>	<b>1,345,283.23</b>
<b>FINANCE COMMITTEE</b>					
RESERVE FUND	65,000.00	-26,644.31	38,355.69		38,355.69
<b>TOTAL FINANCE COMMITTEE</b>	<b>65,000.00</b>	<b>-26,644.31</b>	<b>38,355.69</b>	<b>0.00</b>	<b>38,355.69</b>

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<b>ACCOUNTANT</b>					
SALARY	126,375.00	1,820.00	128,195.00	127,991.97	203.03
EXPENSE	33,820.00		33,820.00	29,274.40	4,545.60
<b>TOTAL ACCOUNTANT</b>	<b>160,195.00</b>	<b>1,820.00</b>	<b>162,015.00</b>	<b>157,266.37</b>	<b>4,748.63</b>
<b>ASSESSORS</b>					
SALARY	195,479.00		195,479.00	172,328.90	23,150.10
EXPENSE	25,777.00		25,777.00	24,485.49	1,291.51
<b>TOTAL ASSESSORS</b>	<b>221,256.00</b>	<b>0.00</b>	<b>221,256.00</b>	<b>196,814.39</b>	<b>24,441.61</b>
<b>TREASURER/COLLECTOR</b>					
SALARY	182,988.00	9,800.00	192,788.00	192,677.35	110.65
EXPENSE	7,970.00		7,970.00	7,382.06	587.94
TAX TITLE/FORECLOSURE	7,000.00		7,000.00	2,850.83	4,149.17
BANK CHARGES	1,500.00		1,500.00	1,500.00	0.00
<b>TOTAL TREAS/COLLECTOR</b>	<b>199,458.00</b>	<b>9,800.00</b>	<b>209,258.00</b>	<b>204,410.24</b>	<b>4,847.76</b>
<b>DATA PROCESSING</b>					
SALARY	144,348.00	2,800.00	147,148.00	144,809.54	2,338.46
EXPENSE	134,754.00	3,825.00	138,579.00	137,664.83	914.17
<b>TOTAL DATA PROCESSING</b>	<b>279,102.00</b>	<b>6,625.00</b>	<b>285,727.00</b>	<b>282,474.37</b>	<b>3,252.63</b>

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
CENTRAL PURCHASING EXPENSE	56,648.00		56,648.00	56,447.95	200.05
<b>TOTAL CENTRAL PURCHASING</b>	<b>56,648.00</b>	<b>0.00</b>	<b>56,648.00</b>	<b>56,447.95</b>	<b>200.05</b>
TOWN CLERK					
SALARY-ELECTED	67,317.00		67,317.00	67,317.00	0.00
SALARY	99,501.00		99,501.00	85,949.37	13,551.63
EXPENSE	9,890.00		9,890.00	8,528.19	1,361.81
<b>TOTAL TOWN CLERK</b>	<b>176,708.00</b>	<b>0.00</b>	<b>176,708.00</b>	<b>161,794.56</b>	<b>14,913.44</b>
NATURAL RESOURCES					
SALARY	222,828.00		222,828.00	174,140.49	48,687.51
EXPENSE	28,634.00		28,634.00	24,713.62	3,920.38
ENCUMBERED		35.00	35.00	34.73	0.27
<b>TOTAL NATURAL RESOURCES</b>	<b>251,462.00</b>	<b>35.00</b>	<b>251,497.00</b>	<b>198,888.84</b>	<b>52,608.16</b>
PLANNING					
SALARY	109,345.00		109,345.00	84,111.99	25,233.01
EXPENSE	2,735.00		2,735.00	2,463.11	271.89
<b>TOTAL PLANNING</b>	<b>112,080.00</b>	<b>0.00</b>	<b>112,080.00</b>	<b>86,575.10</b>	<b>25,504.90</b>

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<b>PUBLIC BUILDINGS/GROUNDS</b>					
SALARY	144,506.00	1,725.00	146,231.00	146,230.65	0.35
EXPENSE	88,806.00		88,806.00	88,642.53	163.47
BULK FUEL	212,000.00		212,000.00	180,187.88	31,812.12
<b>TOTAL BUILDINGS/GROUNDS</b>	<b>445,312.00</b>	<b>1,725.00</b>	<b>447,037.00</b>	<b>415,061.06</b>	<b>31,975.94</b>
<b>ENGINEERING &amp; CONSULTING</b>					
WAGES	4,000.00		4,000.00		4,000.00
<b>TOTAL ENGINEERING &amp; CONSULTING</b>	<b>4,000.00</b>	<b>0.00</b>	<b>4,000.00</b>	<b>0.00</b>	<b>4,000.00</b>
<b>POLICE</b>					
SALARY	1,524,512.00	30,703.00	1,555,215.00	1,548,820.27	6,394.73
EXPENSE	174,555.00		174,555.00	174,399.98	155.02
DISPATCHER SALARY	299,750.00	3,644.00	303,394.00	301,855.34	1,538.66
DISPATCHER EXPENSE	2,700.00		2,700.00	2,552.77	147.23
<b>TOTAL POLICE</b>	<b>2,001,517.00</b>	<b>34,347.00</b>	<b>2,035,864.00</b>	<b>2,027,628.36</b>	<b>8,235.64</b>
<b>FIRE</b>					
SALARY	1,709,318.00	-25,500.00	1,683,818.00	1,616,865.75	66,952.25
EXPENSE	151,880.00		151,880.00	151,662.63	217.37
CAPITAL	104,500.00		104,500.00	104,494.56	5.44
ENCUMBERED		4,752.00	4,752.00	4,752.00	0.00
<b>TOTAL FIRE</b>	<b>1,965,698.00</b>	<b>-20,748.00</b>	<b>1,944,950.00</b>	<b>1,877,774.94</b>	<b>67,175.06</b>



DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<b>BUILDING INSPECTOR</b>					
SALARY	208,409.00	3,110.00	211,519.00	200,007.49	11,511.51
EXPENSE	3,049.00		3,049.00	3,047.02	1.98
<b>TOTAL BUILDING INSPECTOR</b>	<b>211,458.00</b>	<b>3,110.00</b>	<b>214,568.00</b>	<b>203,054.51</b>	<b>11,513.49</b>
<b>CIVIL DEFENSE</b>					
EXPENSE	100.00		100.00		100.00
<b>TOTAL CIVIL DEFENSE</b>	<b>100.00</b>		<b>100.00</b>	<b>0.00</b>	<b>100.00</b>
<b>TREE WARDEN</b>					
EXPENSE	420.00		420.00	75.00	345.00
<b>TOTAL TREE WARDEN</b>	<b>420.00</b>		<b>420.00</b>	<b>75.00</b>	<b>345.00</b>
<b>EDUCATION</b>					
ELEMENTARY SCHOOL EXPENSE	3,778,336.00		3,778,336.00	3,306,646.94	471,689.06
ELEMENTARY SCHOOL ENCUMBERED		401,843.45	401,843.45	399,730.68	2,112.77
ARTICLES CARRIED FORWARD		4,428.27	4,428.27	0.00	4,428.27
NAUSET OPERATING ASSESSMENTS	4,583,679.00		4,583,679.00	4,583,679.00	0.00
CAPE COD REGIONAL TECHNICAL HS	226,353.00		226,353.00	226,353.00	0.00
<b>TOTAL EDUCATION</b>	<b>8,588,368.00</b>	<b>406,271.72</b>	<b>8,994,639.72</b>	<b>8,516,409.62</b>	<b>478,230.10</b>

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMNTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<b>DPW</b>					
SALARY	510,062.00	-11,417.00	498,645.00	491,409.39	7,235.61
EXPENSE	118,911.00		118,911.00	111,412.92	7,498.08
CAPITAL	15,500.00		15,500.00	15,499.64	0.36
<b>TOTAL DPW</b>	<b>644,473.00</b>	<b>-11,417.00</b>	<b>633,056.00</b>	<b>618,321.95</b>	<b>14,734.05</b>
<b>SNOW AND ICE</b>					
SALARY	32,160.00	27,530.23	59,690.23	59,690.23	0.00
EXPENSE	16,500.00	76,144.77	92,644.77	92,644.42	0.35
<b>TOTAL SNOW AND ICE</b>	<b>48,660.00</b>	<b>103,675.00</b>	<b>152,335.00</b>	<b>152,334.65</b>	<b>0.35</b>
<b>STREETLIGHTING</b>					
EXPENSE	7,600.00		7,600.00	6,437.57	1,162.43
<b>TOTAL STREETLIGHTING</b>	<b>7,600.00</b>	<b>0.00</b>	<b>7,600.00</b>	<b>6,437.57</b>	<b>1,162.43</b>
<b>COLLECTION/DISPOSAL</b>					
SALARY	171,734.00	2,676.00	174,410.00	171,150.17	3,259.83
EXPENSE	463,332.00	25,500.00	488,832.00	488,560.53	271.47
ENCUMBERED		20,959.31	20,959.31	20,959.31	0.00
<b>TOTAL COLLECTION/DISPOSAL</b>	<b>635,066.00</b>	<b>49,135.31</b>	<b>684,201.31</b>	<b>680,670.01</b>	<b>3,531.30</b>

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<b>VETERANS</b>					
GRAVE OFFICER	75.00		75.00	75.00	0.00
ASSESSMENT	19,900.00		19,900.00	19,861.06	38.94
BENEFITS	12,300.00		12,300.00	10,875.50	1,424.50
ENCUMBERED		1,000.00	1,000.00	26.14	973.86
<b>TOTAL VETERANS</b>	<b>32,275.00</b>	<b>1,000.00</b>	<b>33,275.00</b>	<b>30,837.70</b>	<b>2,437.30</b>
<b>HEALTH</b>					
SALARY	179,122.00	1,000.00	180,122.00	180,119.81	2.19
EXPENSE	23,120.00		23,120.00	21,614.23	1,505.77
NURSE	4,000.00		4,000.00	1,962.50	2,037.50
ENCUMBERED		1,499.00	1,499.00	680.00	819.00
INSPECTION OF ANIMALS	250.00		250.00	89.81	160.19
<b>TOTAL HEALTH</b>	<b>206,492.00</b>	<b>2,499.00</b>	<b>208,991.00</b>	<b>204,466.35</b>	<b>4,524.65</b>
<b>COUNCIL ON AGING/ADULT DAY CARE</b>					
SALARY	239,064.00	5,000.00	244,064.00	244,063.60	0.40
EXPENSE	30,331.00		30,331.00	30,292.81	38.19
<b>TOTAL COUNCIL ON AGING</b>	<b>269,395.00</b>	<b>5,000.00</b>	<b>274,395.00</b>	<b>274,356.41</b>	<b>38.59</b>
<b>HUMAN SERVICES</b>					
EXPENSE	64,575.00		64,575.00	64,575.00	0.00
<b>TOTAL HUMAN SERVICES</b>	<b>64,575.00</b>		<b>64,575.00</b>	<b>64,575.00</b>	<b>0.00</b>

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<b>LIBRARY</b>					
SALARY	222,908.00	4,362.00	227,270.00	225,754.19	1,515.81
EXPENSE	81,325.00		81,325.00	78,002.02	3,322.98
<b>TOTAL LIBRARY</b>	<b>304,233.00</b>	<b>4,362.00</b>	<b>308,595.00</b>	<b>303,756.21</b>	<b>4,838.79</b>
<b>BEACH</b>					
SALARY	270,457.00		270,457.00	261,857.06	8,599.94
EXPENSE	65,382.00		65,382.00	64,938.24	443.76
<b>TOTAL BEACH</b>	<b>335,839.00</b>	<b>0.00</b>	<b>335,839.00</b>	<b>326,795.30</b>	<b>9,043.70</b>
<b>PRINCIPAL AND INTEREST</b>					
FIRE STATION BLDG PRINCIPAL	150,000.00		150,000.00	150,000.00	0.00
SEPTIC BETTERMENT LOAN PRINCIPAL	20,400.00		20,400.00	20,400.00	0.00
PURCELL LAND PRINCIPAL	40,000.00		40,000.00	40,000.00	0.00
INTEREST ON LONG TERM DEBT	280,258.00		280,258.00	280,257.50	0.50
INTEREST EXPENSE	10,000.00		10,000.00	3,530.38	6,469.62
EASTHAM ELEMENTARY	410,000.00		410,000.00	410,000.00	0.00
MUNICIPAL WATER	395,000.00		395,000.00	395,000.00	0.00
<b>TOTAL DEBT</b>	<b>1,305,658.00</b>	<b>0.00</b>	<b>1,305,658.00</b>	<b>1,299,187.88</b>	<b>6,470.12</b>

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<b>ASSESSMENTS</b>					
COUNTY	234,275.00		234,275.00	231,482.00	2,793.00
STATE	317,867.00		317,867.00	311,318.00	6,549.00
<b>TOTAL COUNTY/STATE ASSESSMENTS</b>	<b>552,142.00</b>		<b>552,142.00</b>	<b>542,800.00</b>	<b>9,342.00</b>
<b>BENEFITS AND INSURANCE</b>					
EXPENSE	13,500.00		13,500.00	6,936.28	6,563.72
RETIREMENT ASSESSMENT	1,317,678.00		1,317,678.00	1,317,677.91	0.09
UNEMPLOYMENT	10,000.00		10,000.00	9,620.21	379.79
HEALTH INSURANCE/MEDICARE TOWN SHARE	1,975,000.00	-49,675.00	1,925,325.00	1,913,912.09	11,412.91
TOWN INSURANCE PREMIUMS	325,600.00	-10,844.97	314,755.03	296,172.01	18,583.02
<b>TOTAL BENEFITS AND INSURANCE</b>	<b>3,641,778.00</b>	<b>-60,519.97</b>	<b>3,581,258.03</b>	<b>3,544,318.50</b>	<b>36,939.53</b>
<b>TRANSFERS TO OTHER FUNDS</b>					
SPECIAL REVENUE FUNDS	90,000.00		90,000.00	90,000.00	0.00
<b>TOTAL TRANSFERS</b>	<b>90,000.00</b>		<b>90,000.00</b>	<b>90,000.00</b>	<b>0.00</b>
<b>TOTAL BUDGET</b>	<b>24,205,265.00</b>	<b>1,589,694.61</b>	<b>25,794,959.61</b>	<b>23,586,165.47</b>	<b>2,208,794.14</b>

**TOWN OF EASTHAM**  
**SUMMARY OF APPROPRIATIONS & EXPENDITURES**  
December 31, 2015

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<b>MODERATOR</b>					
SALARY	500.00		500.00	0.00	500.00
<b>TOTAL MODERATOR</b>	<b>500.00</b>	<b>0.00</b>	<b>500.00</b>	<b>0.00</b>	<b>500.00</b>
<b>SELECTMEN</b>					
SELECTMEN (ELECTED) SALARY	10,000.00		10,000.00	3,000.00	7,000.00
ADMINISTRATION SALARY	387,649.00		387,649.00	184,513.43	203,135.57
ADMINISTRATION EXPENSE	16,100.00		16,100.00	5,835.07	10,264.93
TOTAL ARTICLES FOR FY2016	829,000.00		829,000.00	207,585.08	621,414.92
CONTINUING APPROPRIATIONS		1,273,848.33	1,273,848.33	259,992.91	1,013,855.42
LEGAL SERVICES EXPENSE	80,000.00		80,000.00	29,139.32	50,860.68
LEGAL SERVICES ENCUMBERED		4,919.60	4,919.60	4,919.60	0.00
<b>TOTAL SELECTMEN</b>	<b>1,322,749.00</b>	<b>1,278,767.93</b>	<b>2,601,516.93</b>	<b>694,985.41</b>	<b>1,906,531.52</b>
<b>FINANCE COMMITTEE</b>					
RESERVE FUND	65,000.00	-15,000.00	50,000.00		50,000.00
<b>TOTAL FINANCE COMMITTEE</b>	<b>65,000.00</b>	<b>-15,000.00</b>	<b>50,000.00</b>	<b>0.00</b>	<b>50,000.00</b>

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<b>ACCOUNTANT</b>					
SALARY	154,382.30		154,382.30	71,896.02	82,486.28
EXPENSE	34,620.00		34,620.00	30,045.00	4,575.00
ENCUMBERED		4,000.00	4,000.00	500.00	3,500.00
<b>TOTAL ACCOUNTANT</b>	<b>189,002.30</b>	<b>4,000.00</b>	<b>193,002.30</b>	<b>102,441.02</b>	<b>90,561.28</b>
<b>ASSESSORS</b>					
SALARY	190,994.50		190,994.50	88,390.60	102,603.90
EXPENSE	25,230.00		25,230.00	909.16	24,320.84
<b>TOTAL ASSESSORS</b>	<b>216,224.50</b>	<b>0.00</b>	<b>216,224.50</b>	<b>89,299.76</b>	<b>126,924.74</b>
<b>TREASURER/COLLECTOR</b>					
SALARY	199,283.40		199,283.40	97,733.12	101,550.28
EXPENSE	7,970.00		7,970.00	2,542.82	5,427.18
TAX TITLE/FORECLOSURE	7,000.00		7,000.00	0.00	7,000.00
BANK CHARGES	3,000.00		3,000.00	600.00	2,400.00
<b>TOTAL TREAS/COLLECTOR</b>	<b>217,253.40</b>	<b>0.00</b>	<b>217,253.40</b>	<b>100,875.94</b>	<b>116,377.46</b>
<b>DATA PROCESSING</b>					
SALARY	151,060.60		151,060.60	62,222.79	88,837.81
EXPENSE	138,755.00	15,000.00	153,755.00	57,684.73	96,070.27
<b>TOTAL DATA PROCESSING</b>	<b>289,815.60</b>	<b>15,000.00</b>	<b>304,815.60</b>	<b>119,907.52</b>	<b>184,908.08</b>

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<b>CENTRAL PURCHASING</b>					
EXPENSE	77,888.52		77,888.52	23,120.75	54,767.77
ENCUMBERED		193.77	193.77	193.77	0.00
<b>TOTAL CENTRAL PURCHASING</b>	<b>77,888.52</b>	<b>193.77</b>	<b>78,082.29</b>	<b>23,314.52</b>	<b>54,767.77</b>
<b>TOWN CLERK</b>					
SALARY-ELECTED	67,317.00		67,317.00	34,905.08	32,411.92
SALARY	95,112.60		95,112.60	47,251.89	47,860.71
EXPENSE	10,740.00		10,740.00	1,692.42	9,047.58
<b>TOTAL TOWN CLERK</b>	<b>173,169.60</b>	<b>0.00</b>	<b>173,169.60</b>	<b>83,849.39</b>	<b>89,320.21</b>
<b>NATURAL RESOURCES</b>					
SALARY	331,355.04		331,355.04	151,502.08	179,852.96
EXPENSE	26,841.00		26,841.00	4,750.69	22,090.31
ENCUMBERED		303.17	303.17	303.05	0.12
<b>TOTAL NATURAL RESOURCES</b>	<b>358,196.04</b>	<b>303.17</b>	<b>358,499.21</b>	<b>156,555.82</b>	<b>201,943.39</b>
<b>PLANNING</b>					
SALARY	78,852.80		78,852.80	38,218.10	40,634.70
EXPENSE	2,735.00		2,735.00	408.44	2,326.56
<b>TOTAL PLANNING</b>	<b>81,587.80</b>	<b>0.00</b>	<b>81,587.80</b>	<b>38,626.54</b>	<b>42,961.26</b>



DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMNTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<b>PUBLIC BUILDINGS/GROUNDS</b>					
SALARY	152,386.00		152,386.00	73,750.00	78,636.00
EXPENSE	50,236.00		50,236.00	27,089.01	23,146.99
BULK FUEL	341,000.00		341,000.00	107,570.06	233,429.94
<b>TOTAL BUILDINGS/GROUNDS</b>	<b>543,622.00</b>	<b>0.00</b>	<b>543,622.00</b>	<b>208,409.07</b>	<b>335,212.93</b>
<b>ENGINEERING &amp; CONSULTING</b>					
WAGES	4,000.00		4,000.00	0.00	4,000.00
<b>TOTAL ENGINEERING &amp; CONSULTING</b>	<b>4,000.00</b>	<b>0.00</b>	<b>4,000.00</b>	<b>0.00</b>	<b>4,000.00</b>
<b>POLICE</b>					
SALARY	1,609,008.59		1,609,008.59	778,377.13	830,631.46
EXPENSE	145,500.99		145,500.99	116,674.21	28,826.78
DISPATCHER SALARY	316,062.20		316,062.20	155,648.99	160,413.21
DISPATCHER EXPENSE	2,700.00		2,700.00	135.00	2,565.00
<b>TOTAL POLICE</b>	<b>2,073,271.78</b>	<b>0.00</b>	<b>2,073,271.78</b>	<b>1,050,835.33</b>	<b>1,022,436.45</b>
<b>FIRE</b>					
SALARY	1,750,681.35		1,750,681.35	864,698.63	885,982.72
EXPENSE	127,730.00		127,730.00	84,144.58	43,585.42
CAPITAL	104,500.00		104,500.00	104,494.56	5.44
			0.00		
<b>TOTAL FIRE</b>	<b>1,982,911.35</b>	<b>0.00</b>	<b>1,982,911.35</b>	<b>1,053,337.77</b>	<b>929,573.58</b>

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<b>BUILDING INSPECTOR</b>					
SALARY	207,842.78		207,842.78	101,368.95	106,473.83
EXPENSE	3,049.00		3,049.00	512.45	2,536.55
<b>TOTAL BUILDING INSPECTOR</b>	<b>210,891.78</b>	<b>0.00</b>	<b>210,891.78</b>	<b>101,881.40</b>	<b>109,010.38</b>
<b>CIVIL DEFENSE</b>					
EXPENSE	100.00		100.00		100.00
<b>TOTAL CIVIL DEFENSE</b>	<b>100.00</b>	<b>0.00</b>	<b>100.00</b>	<b>0.00</b>	<b>100.00</b>
<b>TREE WARDEN</b>					
EXPENSE	7,590.00	0.00	7,590.00	1,450.00	6,140.00
<b>TOTAL TREE WARDEN</b>	<b>7,590.00</b>	<b>0.00</b>	<b>7,590.00</b>	<b>1,450.00</b>	<b>6,140.00</b>
<b>EDUCATION</b>					
ELEMENTARY SCHOOL EXPENSE	3,528,246.00		3,528,246.00	1,338,931.69	2,189,314.31
ELEMENTARY SCHOOL ENCUMBERED		352,728.91	352,728.91	348,126.66	4,602.25
ARTICLES CARRIED FORWARD		4,428.27	4,428.27		4,428.27
NAUSET OPERATING ASSESSMENTS	5,107,487.00		5,107,487.00	2,549,676.71	2,557,810.29
CAPE COD REGIONAL TECHNICAL HS	216,660.00		216,660.00	129,996.00	86,664.00
<b>TOTAL EDUCATION</b>	<b>8,852,393.00</b>	<b>357,157.18</b>	<b>9,209,550.18</b>	<b>4,366,731.06</b>	<b>4,842,819.12</b>

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMNTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<b>DPW</b>					
SALARY	501,614.50		501,614.50	228,878.03	272,736.47
EXPENSE	131,087.00		131,087.00	42,766.36	88,320.64
ENCUMBERED		2,430.02	2,430.02	2,430.02	0.00
<b>TOTAL DPW</b>	<b>632,701.50</b>	<b>2,430.02</b>	<b>635,131.52</b>	<b>274,074.41</b>	<b>361,057.11</b>
<b>SNOW AND ICE</b>					
SALARY/EXPENSE	51,612.00		51,612.00	24,090.64	27,521.36
<b>TOTAL SNOW AND ICE</b>	<b>51,612.00</b>	<b>0.00</b>	<b>51,612.00</b>	<b>24,090.64</b>	<b>27,521.36</b>
<b>STREETLIGHTING</b>					
EXPENSE	7,600.00		7,600.00	2,279.54	5,320.46
<b>TOTAL STREETLIGHTING</b>	<b>7,600.00</b>	<b>0.00</b>	<b>7,600.00</b>	<b>2,279.54</b>	<b>5,320.46</b>
<b>COLLECTION/DISPOSAL</b>					
SALARY	185,527.60		185,527.60	87,979.14	97,548.46
EXPENSE	529,027.00		529,027.00	287,922.78	241,104.22
<b>TOTAL COLLECTION/DISPOSAL</b>	<b>714,554.60</b>	<b>0.00</b>	<b>714,554.60</b>	<b>375,901.92</b>	<b>338,652.68</b>

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<b>VETERANS</b>					
GRAVE OFFICER	75.00		75.00		75.00
ASSESSMENT	19,545.00		19,545.00	19,544.82	0.18
BENEFITS	13,000.00		13,000.00	4,670.49	8,329.51
ENCUMBERED		500.00	500.00	388.23	111.77
<b>TOTAL VETERANS</b>	<b>32,620.00</b>	<b>500.00</b>	<b>33,120.00</b>	<b>24,603.54</b>	<b>8,516.46</b>
<b>HEALTH</b>					
SALARY	188,829.80		188,829.80	91,819.33	97,010.47
EXPENSE	24,620.00		24,620.00	7,491.49	17,128.51
ENCUMBERED		980.00	980.00	418.14	561.86
INSPECTION OF ANIMALS	250.00		250.00	64.96	185.04
<b>TOTAL HEALTH</b>	<b>213,699.80</b>	<b>980.00</b>	<b>214,679.80</b>	<b>99,793.92</b>	<b>114,885.88</b>
<b>COUNCIL ON AGING</b>					
SALARY	250,698.16		250,698.16	125,942.53	124,755.63
EXPENSE	21,140.76		21,140.76	7,562.15	13,578.61
<b>TOTAL COUNCIL ON AGING</b>	<b>271,838.92</b>	<b>0.00</b>	<b>271,838.92</b>	<b>133,504.68</b>	<b>138,334.24</b>
<b>HUMAN SERVICES</b>					
EXPENSE	67,000.00		67,000.00	20,750.00	46,250.00
<b>TOTAL HUMAN SERVICES</b>	<b>67,000.00</b>	<b>0.00</b>	<b>67,000.00</b>	<b>20,750.00</b>	<b>46,250.00</b>

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMNTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<b>LIBRARY</b>					
SALARY	250,026.50		250,026.50	112,831.17	137,195.33
EXPENSE	72,325.00		72,325.00	35,390.39	36,934.61
<b>TOTAL LIBRARY</b>	<b>322,351.50</b>	<b>0.00</b>	<b>322,351.50</b>	<b>148,221.56</b>	<b>174,129.94</b>
<b>BEACH</b>					
SALARY	279,497.10		279,497.10	180,232.00	99,265.10
EXPENSE	60,830.00		60,830.00	29,656.82	31,173.18
<b>TOTAL BEACH</b>	<b>340,327.10</b>	<b>0.00</b>	<b>340,327.10</b>	<b>209,888.82</b>	<b>130,438.28</b>
<b>PRINCIPAL AND INTEREST</b>					
FIRE STATION BLDG PRINCIPAL	150,000.00		150,000.00	150,000.00	0.00
SEPTIC BETTERMENT LOAN PRINCIPAL	20,400.00		20,400.00	20,400.00	0.00
PURCELL LAND PRINCIPAL	40,000.00		40,000.00		40,000.00
ELEMENTARY SCHOOL	410,000.00		410,000.00	410,000.00	0.00
INTEREST ON LONG TERM DEBT	398,320.00		398,320.00	204,678.75	193,641.25
INTEREST EXPENSE	10,000.00		10,000.00		10,000.00
MUNICIPAL WATER	395,000.00		395,000.00		395,000.00
LIBRARY	225,000.00		225,000.00		225,000.00
BANS	60,000.00		60,000.00		60,000.00
<b>TOTAL DEBT</b>	<b>1,708,720.00</b>	<b>0.00</b>	<b>1,708,720.00</b>	<b>785,078.75</b>	<b>923,641.25</b>

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<b>ASSESSMENTS</b>					
COUNTY	229,309.00		229,309.00	114,654.50	114,654.50
STATE	284,948.00		284,948.00	142,694.00	142,254.00
<b>TOTAL COUNTY/STATE ASSESSMENTS</b>	<b>514,257.00</b>	<b>0.00</b>	<b>514,257.00</b>	<b>257,348.50</b>	<b>256,908.50</b>
<b>BENEFITS AND INSURANCE</b>					
EXPENSE	13,500.00		13,500.00	1,900.45	11,599.55
RETIREMENT ASSESSMENT	1,325,676.91		1,325,676.91	1,323,659.00	2,017.91
UNEMPLOYMENT	10,000.00		10,000.00	5,047.70	4,952.30
HEALTH INSURANCE/MEDICARE TOWN	2,115,000.00		2,115,000.00	1,026,723.12	1,088,276.88
TOWN INSURANCE PREMIUMS	340,000.00		340,000.00	305,896.98	34,103.02
<b>TOTAL BENEFITS AND INSURANCE</b>	<b>3,804,176.91</b>	<b>0.00</b>	<b>3,804,176.91</b>	<b>2,663,227.25</b>	<b>1,140,949.69</b>
<b>TRANSFERS TO OTHER FUNDS</b>					
SPECIAL REVENUE	30,000.00		30,000.00	30,000.00	0.00
<b>TOTAL TRANSFERS</b>	<b>30,000.00</b>	<b>0.00</b>	<b>30,000.00</b>	<b>30,000.00</b>	<b>0.00</b>
<b>TOTAL BUDGET</b>	<b>25,377,626.00</b>	<b>1,644,332.07</b>	<b>27,021,958.07</b>	<b>13,241,264.08</b>	<b>13,780,693.99</b>

**SALARIES/WAGES**  
**Paid in FY 2015**

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
<b>Selectmen</b>						
Adams, Wallace	Selectman	\$ -				\$ -
Burt, Linda	Selectman	\$ -				\$ -
Gawron, Elizabeth	Selectman	\$ 2,000.00				\$ 2,000.00
Knight, John	Selectman	\$ 2,000.00				\$ 2,000.00
McDonald, Martin	Selectman	\$ 2,000.00				\$ 2,000.00
						<u>\$ 6,000.00</u>
<b><u>Moderator</u></b>						
Cole, Steven	Moderator	\$ 150.00				\$ 150.00
						<u>\$ 150.00</u>
<b>Administration</b>						
Anderson, Madeleine	Receptionist/Office Assistant	\$ 11,352.59				\$ 11,352.59
Beebe, Jacqueline	Assistant Town Administrator	\$ 42,639.66			\$ 150.00	\$ 42,789.66
Burt, Jessica	Receptionist/Office Assistant	\$ 10,437.54				\$ 10,437.54
Gillespie-Lee, Laura	Administrative Assistant	\$ 51,456.07				\$ 51,456.07
Shaw, Elizabeth	Administrative Assistant	\$ 56,618.78				\$ 56,618.78
Vanderhoeve, Sheila	Town Administrator	\$ 150,426.38		\$ 3,300.00	\$ 10,300.00	\$ 164,026.38
						<u>\$ 336,681.02</u>
<b>Assessing</b>						
Bergen, Carol	On-Call Data Collector	\$ 988.05				\$ 988.05
Debs, Patricia	Assistant Assessor/Field Appraiser	\$ 5,920.74				\$ 5,920.74
Eyestone, Belinda	Principal Assessor	\$ 39,813.27				\$ 39,813.27
Gyurits, Janet	Office Assistant	\$ 10,124.67				\$ 10,124.67
McAleer, Gail	Deputy Assessor	\$ 40,369.77		\$ 800.00		\$ 41,169.77
Monahan, Amanda	Assistant to the Assessor	\$ 6,720.84				\$ 6,720.84

**SALARIES/WAGES, continued**

<b>NAME</b>	<b>POSITION</b>	<b>BASE PAY</b>	<b>OVERTIME</b>	<b>LONGEVITY</b>	<b>OTHER</b>	<b>TOTAL</b>
Nicholson, Cynthia	Assistant to the Deputy Assessor	\$ 39,659.93		\$ 650.00		\$ 40,309.93
Reis, Victoria	Office Assistant	\$ 3,011.20				\$ 3,011.20
Wojnar, Mark	Data Collector/Field Appraiser	\$ 24,087.59				\$ 24,087.59
						<u>\$ 172,146.06</u>
<b><u>Town Accountant</u></b>						
Donahue, Noreen	Assistant Town Accountant	\$ 58,745.65		\$ 650.00		\$ 59,395.65
Rommelmeyer, Diane	Town Accountant	\$ 56,536.80				\$ 56,536.80
Shaughnessy, Diane	Assistant Town Accountant	\$ 14,559.52				\$ 14,559.52
						<u>\$ 130,491.97</u>
<b><u>Treasurer/Collector</u></b>						
Finlay, Victoria	Payroll/Benefits Clerk	\$ 50,352.12		\$ 800.00		\$ 51,152.12
Johnson, Sandra	Assistant Treasurer/Collector	\$ 53,074.38		\$ 650.00		\$ 53,724.38
Plante, Joan	Treasurer/Collector	\$ 85,850.85		\$ 1,950.00		\$ 87,800.85
						<u>\$ 192,677.35</u>
<b><u>Data Processing</u></b>						
Burns, Wayne	On-Call Videographer	\$ 1,231.25				\$ 1,231.25
Caliri, Jr., Michael	Video Services Coordinator	\$ 47,533.70				\$ 47,533.70
Slavin, Jack	MIS Director	\$ 77,882.09		\$ 750.00		\$ 78,632.09
						<u>\$ 127,397.04</u>
<b><u>Town Clerk</u></b>						
Fischer, Susanne	Town Clerk	\$ 67,617.00				\$ 67,617.00
Nicholson, Cynthia	Assistant Town Clerk	\$ 7,669.25			\$ 166.75	\$ 7,836.00
O'Shea, Mary Beth	Office Assistant	\$ 44,240.95		\$ 650.00		\$ 44,890.95
						<u>\$ 120,343.95</u>



**SALARIES/WAGES, continued**

<b>NAME</b>	<b>POSITION</b>	<b>BASE PAY</b>	<b>OVERTIME</b>	<b>LONGEVITY</b>	<b>OTHER</b>	<b>TOTAL</b>
<b>Public Buildings</b>						
Cormier, Ronald	Custodian II	\$ 43,599.68		\$ 600.00		\$ 44,199.68
Martin, Wayne	Custodian I	\$ 33,168.96				\$ 33,168.96
Varley, Robert	Building Maintenance Supervisor	\$ 67,778.30		\$ 1,400.00		\$ 69,178.30
						<u>\$ 102,347.26</u>
<b>Police</b>						
Adams, Joshua	Patrolman	\$ 66,439.87	\$ 9,159.52	\$ 550.00	\$ 352.00	\$ 76,501.39
Back, Diana	Patrolman	\$ 77,606.20	\$ 4,967.66	\$ 700.00		\$ 83,273.86
Bohannon, Adam	Patrolman/Detective/ Court Prosecutor					
Booth, Reid	Patrolman	\$ 73,567.85	\$ 24,649.68	\$ 900.00	\$ 1,032.00	\$ 100,149.53
Daigle, Ryan	Patrolman	\$ 66,154.37	\$ 21,452.51		\$ 1,088.00	\$ 88,694.88
Deschamps, Daniel	Patrolman	\$ 61,496.17	\$ 18,134.44		\$ 5,697.00	\$ 85,327.61
Fogg, Kathleen	Police Sergeant	\$ 84,500.10	\$ 15,865.87	\$ 900.00		\$ 101,265.97
Gould, Steven	Assistant to the Police Chief	\$ 57,232.14		\$ 750.00		\$ 57,982.14
Haley, Mark	Patrolman	\$ 67,477.63	\$ 18,791.09	\$ 550.00	\$ 3,668.64	\$ 90,487.36
Kulhawik, Edward	Police Sergeant	\$ 79,416.48	\$ 25,260.31	\$ 2,550.00	\$ 5,346.56	\$ 112,573.35
Lucier, Stephen	Police Chief	\$ 136,066.51			\$ 4,983.99	\$ 141,050.50
Plante, Gregory	Patrolman	\$ 61,056.26	\$ 22,405.21		\$ 6,505.71	\$ 89,967.18
Proudfoot, Jordan	Patrolman	\$ 56,748.90	\$ 15,357.77		\$ 6,256.78	\$ 78,363.45
Roderick, Kenneth	Patrolman	\$ 44,011.58	\$ 1,054.04		\$ 3,373.75	\$ 48,439.37
Savin, Brian	Deputy Chief	\$ 106,159.76		\$ 2,700.00	\$ 5,417.36	\$ 114,277.12
Schnitzer, Robert	Police Sergeant	\$ 77,911.63	\$ 30,702.60	\$ 1,400.00	\$ 7,068.00	\$ 117,082.23
Sylvia, Norman	Police Sergeant	\$ 88,170.62	\$ 16,107.68	\$ 900.00		\$ 105,178.30
	Patrolman	\$ 75,712.15	\$ 18,696.60	\$ 2,550.00	\$ 13,327.00	\$ 110,285.75
						<u>\$ 1,600,899.99</u>

**SALARIES/WAGES, continued**

<b>NAME</b>	<b>POSITION</b>	<b>BASE PAY</b>	<b>OVERTIME</b>	<b>LONGEVITY</b>	<b>OTHER</b>	<b>TOTAL</b>
<b>Police Temp/Specials</b>						
Higgins, Scott	Part Time On-Call Police Officer	\$ 1,113.75			\$ 176.00	\$ 1,289.75
Kraeutler, Daniel	Part Time On-Call Police Officer	\$ 7,538.26	\$ 427.13		\$ 6,062.82	\$ 14,028.21
McGrath, Jacob	Part Time On-Call Police Officer	\$ 1,604.52				\$ 1,604.52
Mickle, Martin	Part Time On-Call Police Officer	\$ 1,762.64				\$ 1,762.64
Webber, Derek	Part Time On-Call Police Officer	\$ 1,381.00			\$ 5,444.00	\$ 6,825.00
						<b>\$ 25,510.12</b>
<b>Fire</b>						
Albino, Lisa	Captain	\$ 90,429.72	\$ 24,885.53		\$ 10,065.09	\$ 125,380.34
Blakeslee, Samuel	Firefighter	\$ 39,518.97	\$ 7,675.26		\$ 2,369.29	\$ 49,563.52
Burns, Steven	Captain	\$ 633.22				\$ 633.22
Callahan, Ryan	Firefighter	\$ 50,729.48	\$ 11,413.92		\$ 2,763.53	\$ 64,906.93
Fisher, Kurt	Firefighter	\$ 64,197.23	\$ 30,883.91	\$ 600.00	\$ 139.25	\$ 95,820.39
Foley, Mark	Fire Chief	\$ 116,694.24		\$ 650.00	\$ 4,759.63	\$ 122,103.87
Francke, Barbara	Firefighter	\$ 68,409.12	\$ 12,093.95		\$ 3,197.98	\$ 83,701.05
Frazier, Charles	Captain	\$ 87,656.08	\$ 37,549.52		\$ 4,286.62	\$ 129,492.22
Hilferty, Eric	Firefighter	\$ 60,557.59	\$ 9,169.75	\$ 600.00	\$ 3,331.09	\$ 73,658.43
Labonte, Troy	Firefighter	\$ 61,483.09	\$ 16,694.15		\$ 2,615.81	\$ 80,793.05
McGrath, James	Firefighter	\$ 58,551.72	\$ 16,709.01	\$ 650.00	\$ 2,619.73	\$ 78,530.46
Morse, Kyle	Firefighter	\$ 66,922.15	\$ 36,163.66		\$ 8,768.65	\$ 111,854.46
Piltzecker, William	Firefighter	\$ 77,481.07	\$ 21,461.87		\$ 3,343.55	\$ 102,286.49
Porteus, Sherri	Administrative Assistant	\$ 42,806.62				\$ 42,806.62
Sprague, William	Captain	\$ 88,745.62	\$ 41,907.89		\$ 5,353.95	\$ 136,007.46
Topal, Rachel	Firefighter	\$ 60,192.27	\$ 9,124.30	\$ 650.00	\$ 3,860.25	\$ 73,826.82
Van Buskirk, Ryan	Firefighter	\$ 66,203.97	\$ 10,480.78		\$ 6,773.43	\$ 83,458.18
Watson Jr., Donald A.	Firefighter	\$ 59,222.74	\$ 17,500.74	\$ 650.00	\$ 4,165.34	\$ 81,538.82
Wiley, Maurice	Firefighter	\$ 66,015.05	\$ 21,525.57		\$ 3,909.13	\$ 91,449.75
						<b>\$ 1,627,812.08</b>

# SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
<b>Building &amp; Health Inspection</b>						
Adams II, Wallace	Wiring Inspector	\$ 40,723.00				\$ 40,723.00
Barker, Susan	Assistant Health Agent	\$ 53,074.37		\$ 600.00		\$ 53,674.37
Cohen, Deborah	Community Development Office Asst	\$ 38,170.80	\$ 172.90		\$ 319.64	\$ 38,663.34
Crowley, Jane	Health Agent	\$ 85,775.04		\$ 850.00		\$ 86,625.04
Komich, Stephanie	Comm Dev Health Office Assistant	\$ 41,033.82				\$ 41,033.82
Magill-Strakele, Madelynne	Community Development Office Asst	\$ 28,891.25		\$ 1,500.00		\$ 30,391.25
Rego, Joseph	On-Call Electrical Inspector	\$ 600.00				\$ 600.00
Stevens, Richard	On-Call Building Inspector	\$ 100.00				\$ 100.00
Van Ryswood, Scott	Gas/Plumbing Inspector	\$ 34,316.00				\$ 34,316.00
Wingard, Thomas	Building Inspector	\$ 80,333.19				\$ 80,333.19
						<b>\$ 406,460.01</b>
<b>Planning</b>						
Lagg, Paul	Town Planner/GIS/ Aff Housing Spec	\$ 21,304.29				\$ 21,304.29
						<b>\$ 21,304.29</b>
<b>Natural Resources/Conservation</b>						
Brogan, Shana	Nat Res Admin/Cons Comm Agent	\$ 54,480.19				\$ 54,480.19
Carlow, Peter	Deputy Natural Resource Officer	\$ 37,173.76	\$ 1,135.91	\$ 750.00		\$ 39,059.67
Gyurits, Janet	Office Assistant	\$ 2,329.06				\$ 2,329.06
Hilmer, Richard	Deputy Natural Resource Officer	\$ 48,242.33	\$ 2,120.73			\$ 50,363.06
Johnson, David	Deputy Natural Resource Officer	\$ 9,398.88	\$ 130.01			\$ 9,528.89
O'Connor, Michael	Senior Deputy Nat Res Officer	\$ 67,491.81	\$ 3,164.46	\$ 1,200.00	\$ 300.00	\$ 72,156.27
Roberts, Linda	Wharfinger	\$ 4,624.51				\$ 4,624.51
Ryder, Michael	Deputy Natural Resource Officer	\$ 3,081.60	\$ 231.12			\$ 3,312.72
Tilton, Teena	Office Assistant	\$ 17,778.60				\$ 17,778.60
						<b>\$ 253,632.97</b>

# SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
<b>Dispatch</b>						
Austin, Julie	Dispatch/Records Clerk	\$ 55,156.33	\$ 20,659.33	\$ 2,400.00		\$ 78,215.66
Beaulieu, Melanie	Dispatcher	\$ 52,333.59	\$ 7,597.34	\$ 750.00	\$ 404.00	\$ 61,084.93
Braun, Mark	Dispatcher	\$ 51,252.16	\$ 4,165.77		\$ 194.24	\$ 55,612.17
Leidenfrost, Kerianne	Dispatcher	\$ 53,033.88	\$ 13,039.07	\$ 600.00	\$ 808.00	\$ 67,480.95
Schaefer, Ann	Dispatcher	\$ 42,604.80	\$ 1,143.35		\$ 804.72	\$ 44,552.87
Sprague, Jacqueline	On-Call Dispatcher	\$ 7,099.00			\$ 7,099.00	\$
						<b>\$ 314,045.58</b>
<b>Library</b>						
DeJonker-Berry, Debra	Library Director	\$ 64,319.92				\$ 64,319.92
Harris, Adam	Seasonal Assistant	\$ 4,433.00				\$ 4,433.00
Hemley, Freya	Library Assistant	\$ 17,699.26				\$ 17,699.26
MacDonald, Karen	Librarian-Adult Services	\$ 52,690.68				\$ 52,690.68
McLoughlin, Frances	Librarian-Youth Services	\$ 46,497.16				\$ 46,497.16
Sinopoli, Marianne	Library Aide	\$ 18,218.49				\$ 18,218.49
Wells, Cornelia	Library Assistant	\$ 20,595.68		\$ 1,300.00		\$ 21,895.68
						<b>\$ 225,754.19</b>
<b>DPW/Transfer Station</b>						
Andres, Cornelius	Superintendent-Public Works	\$ 109,018.24				\$ 109,018.24
Becker, Charles	Laborer	\$ 10,590.00	\$ 22.50			\$ 10,612.50
Bracken, Michael	Laborer	\$ 9,243.75				\$ 9,243.75
Clifford, Barry	Foreman/Machine Operator	\$ 71,255.69	\$ 12,086.36			\$ 83,342.05
Geoffrion, Raymond	Skilled Laborer/Gate Attendant	\$ 39,500.05	\$ 2,196.52			\$ 41,696.57
Goodrich, James	Landfill Assistant	\$ 41,196.46	\$ 517.70			\$ 41,714.16
Holmes, Brian	Machine Operator	\$ 47,251.58	\$ 4,291.54			\$ 51,543.12
Johnson, Darryl	Machine Operator	\$ 1,100.00	\$ 720.00			\$ 1,820.00
Mickle, Martin	Deputy Superintendent-DPW	\$ 87,030.70	\$ 14,735.07			\$ 101,765.77
Peters, Jeffrey	Machine Operator	\$ 60,401.92	\$ 4,715.14	\$ 1,200.00		\$ 66,317.06

# SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Simons, Ronald	Machine Operator	\$ 44,322.96	\$ 2,309.73			\$ 46,632.69
Vaughan, Heidi	Machine Operator	\$ 57,092.52	\$ 4,061.66	\$ 1,500.00		\$ 62,654.18
Weisel, Gregory	Snow Plow Driver	\$ 1,760.00				\$ 1,760.00
Young, Charles	Machine Operator	\$ 52,107.51	\$ 6,734.05			\$ 58,841.56
						<u>\$ 686,961.65</u>
<b>COA / Human Services</b>						
Anderson, Madeleine	On-Call Office Assistant	\$ 8,799.70				\$ 8,799.70
Benelli, Jillian	Director-Adult Day Program	\$ 61,115.77				\$ 61,115.77
Burritt, Dorothy	Office Assistant	\$ 35,439.97				\$ 35,439.97
Civita, George	Driver	\$ 3,375.59				\$ 3,375.59
Dunham, Cynthia	Community Outreach	\$ 50,467.07		\$ 800.00		\$ 51,267.07
Edson, Ronald	Driver	\$ 1,654.33				\$ 1,654.33
Franchitto, Dana	Driver	\$ 1,224.03				\$ 1,224.03
Hawko, Thomas	Driver	\$ 9,368.09				\$ 9,368.09
Langlois, L. Paul	Driver	\$ 6,410.10				\$ 6,410.10
Lepage, Brianna	Day Center Activity Director	\$ 21,489.02				\$ 21,489.02
Oviatt, Janet	Driver	\$ 666.19				\$ 666.19
Ramon, Richard	Day Center Program Aide	\$ 14,185.96				\$ 14,185.96
Szedlak, Sandra	Director	\$ 46,019.24		\$ 1,400.00		\$ 47,419.24
						<u>\$ 262,415.06</u>
<b>Beach &amp; Recreation</b>						
Agro, Lindsay	Playground Leader	\$ 50.63				\$ 50.63
Apatow, Joseph	Gate Attendant	\$ 2,998.19				\$ 2,998.19
Bernazzani, Scott	Gate Attendant	\$ 3,411.57				\$ 3,411.57
Bernazzani, Timothy	Head Lifeguard	\$ 5,005.88				\$ 5,005.88
Berry, Flannery	Lifeguard	\$ 224.00				\$ 224.00
Blount, Henry	Gate Attendant	\$ 2,666.63				\$ 2,666.63
Catarino, Christopher	Playground Leader	\$ 104.50				\$ 104.50

**SALARIES/WAGES, continued**

<b>NAME</b>	<b>POSITION</b>	<b>BASE PAY</b>	<b>OVERTIME</b>	<b>LONGEVITY</b>	<b>OTHER</b>	<b>TOTAL</b>
Coleman, Conor	Gate Attendant	\$ 495.00				\$ 495.00
Congel, Jacob	Playground Director	\$ 3,659.51				\$ 3,659.51
Costa, Alyssa	Playground Leader	\$ 1,381.00				\$ 1,381.00
Daigle, Stephen	Lifeguard	\$ 322.00				\$ 322.00
Doyle, Margaret	Lifeguard	\$ 196.00				\$ 196.00
Dziedzina, Eugene	Gate Attendant	\$ 181.50				\$ 181.50
Edson, Ronald	Gate Attendant	\$ 4,852.82				\$ 4,852.82
Ellis, Hannah	Gate Attendant	\$ 22.00				\$ 22.00
Fredrickson, Sylvia	Sticker Seller	\$ 123.75				\$ 123.75
Frodel, Cade	Gate Attendant	\$ 1,837.76				\$ 1,837.76
Frodel, Colby	Playground Leader	\$ 1,957.51				\$ 1,957.51
Gobeil, Devin	Sticker Seller	\$ 649.00				\$ 649.00
Groce, Roshawn	Gate Attendant	\$ 192.50				\$ 192.50
Hodges, Benjamin	Playground Leader	\$ 1,417.51				\$ 1,417.51
Jacovino, Robert	Gate Attendant	\$ 1,628.46				\$ 1,628.46
Kemple, Lauren	Swim Instructor/Lifeguard	\$ 5,304.21				\$ 5,304.21
Kemple, Siobhan	Lifeguard	\$ 3,412.89				\$ 3,412.89
Lane, Emily	Sticker Seller	\$ 2,362.51				\$ 2,362.51
Lavallee, Thomas	Playground Leader	\$ 1,542.13				\$ 1,542.13
McCarthy, Kelli	Head Sticker Seller	\$ 4,814.64				\$ 4,814.64
McEnaney, Sasha	Lifeguard	\$ 2,632.00				\$ 2,632.00
Mickle, Christine	Beach/Rec Assistant Administrator	\$ 63,149.70				\$ 63,149.70
Overton, Nathan	Playground Leader	\$ 126.50				\$ 126.50
Piltzecker, Charles	Gate Attendant	\$ 3,678.76				\$ 3,678.76
Piltzecker, James	Gate Attendant	\$ 2,489.69				\$ 2,489.69
Powers, Mark	Beach/Rec Administrator	\$ 80,927.52				\$ 80,927.52
Rembisz, Irene	Recycler	\$ 106.25				\$ 106.25
Roderick, Logan	Gate Attendant	\$ 3,932.82				\$ 3,932.82
Smith, Kara	Lifeguard	\$ 3,469.88				\$ 3,469.88
Stewart, Anna	Playground Leader	\$ 1,461.50				\$ 1,461.50

**SALARIES/WAGES, continued**

<b>NAME</b>	<b>POSITION</b>	<b>BASE PAY</b>	<b>OVERTIME</b>	<b>LONGEVITY</b>	<b>OTHER</b>	<b>TOTAL</b>
Tessier, Kathryn	Playground Leader	\$ 44.00				\$ 44.00
Van Ryswood, Tabor	Gate Attendant	\$ 2,674.70				\$ 2,674.70
Weeks, Cassidy	Head Sticker Seller	\$ 6,831.40				\$ 6,831.40
						<u>\$ 222,338.82</u>
<b>Olde Mill</b>						
Boucher, Gerard	Assistant Miller	\$ 1,628.00				\$ 1,628.00
Owens, James	Head Miller	\$ 2,978.50				\$ 2,978.50
						<u>\$ 4,606.50</u>
<b>Elections &amp; Registrations</b>						
Andujar, Lewis	Election Teller	\$ 135.63				\$ 135.63
Andujar, Maureen	Election Teller	\$ 206.00				\$ 206.00
Bohannon, Audrey	Election Teller	\$ 133.69				\$ 133.69
Boucher, Paul	Election Teller	\$ 100.75				\$ 100.75
Brocklebank, Veronica	Election Teller	\$ 294.00				\$ 294.00
Coppelman, Jean	Election Teller	\$ 91.07				\$ 91.07
Crozier, Ann	Election Teller	\$ 162.00				\$ 162.00
Derman, Gary	Election Teller	\$ 93.00				\$ 93.00
Derman, Helen	Election Teller	\$ 139.50				\$ 139.50
Diamond, Roslyn	Election Teller	\$ 65.88				\$ 65.88
Dibona, Carol	Election Teller	\$ 143.38				\$ 143.38
Dobek, Carol	Election Teller	\$ 56.19				\$ 56.19
Dobek, Frank	Election Teller	\$ 62.00				\$ 62.00
Ericson, Marcia	Election Teller	\$ 93.00				\$ 93.00
Everett, Oliver	Election Teller	\$ 62.00				\$ 62.00
Everett, Susan	Election Teller	\$ 63.94				\$ 63.94
Fontanarosa, Michael	Election Teller	\$ 25.19				\$ 25.19
Fontanarosa, Patricia	Election Teller	\$ 25.19				\$ 25.19
Harnett, Michael	Election Teller	\$ 23.25				\$ 23.25

**SALARIES/WAGES, continued**

<b>NAME</b>	<b>POSITION</b>	<b>BASE PAY</b>	<b>OVERTIME</b>	<b>LONGEVITY</b>	<b>OTHER</b>	<b>TOTAL</b>
Higgins, Dolores	Election Teller	\$ 104.63				\$ 104.63
Hottelman, Albert	Election Teller	\$ 100.75				\$ 100.75
Howard, Helen	Election Teller	\$ 116.25				\$ 116.25
Lennox, John	Deputy Warden	\$ 405.00				\$ 405.00
Nickerson, Janice	Election Teller	\$ 100.75				\$ 100.75
Nuendel, Bonnie	Election Teller	\$ 87.19				\$ 87.19
Nuendel, Donald	Election Teller	\$ 108.50				\$ 108.50
Rabeni, Alice	Election Teller	\$ 31.00				\$ 31.00
Radke, Lisa	Election Teller	\$ 62.00				\$ 62.00
Sandusky, Mark	Election Teller	\$ 65.88				\$ 65.88
Saunders, Susan	Election Teller	\$ 73.62				\$ 73.62
Schofield, Karen	Election Teller	\$ 93.00				\$ 93.00
Shea, Shawn	Warden	\$ 555.00				\$ 555.00
Silver, Susan	Election Teller	\$ 38.75				\$ 38.75
Skiba, Dawn	Election Teller	\$ 31.00				\$ 31.00
Smith, Lillian	Election Teller	\$ 127.88				\$ 127.88
Smith, Robert	Election Teller	\$ 73.63				\$ 73.63
Tenczar, Margaret	Election Teller	\$ 31.00				\$ 31.00
Thomas, Cathy	Election Teller	\$ 186.00				\$ 186.00
Thurston, Roger	Election Teller	\$ 62.00				\$ 62.00
						<b>\$ 4,429.49</b>



**EASTHAM ELEMENTARY SCHOOL SALARIES**  
**2014- 2015**

<b>EMPLOYEE</b>	<b>POSITION</b>	<b>BASE</b>	<b>LONGEVITY</b>	<b>OTHER</b>	<b>TOTAL SALARY</b>
AMES KIMBERLY	TEACHER	\$ 75,627	\$ 1,500	\$ 5,118	\$ 82,245
ARMENTROUT RANDI	ELL TEACHER	\$ 9,429			\$ 9,429
BACK RENEE	SUBSTITUTE	\$ 164			\$ 164
BARTOLINI NICOLETTE	TEACHER	\$ 56,660			\$ 56,660
BEALE TAMARA	CAF WORKER	\$ 3,368			\$ 3,368
BLAKE NANCY	SUBSTITUTE	\$ 200			\$ 200
BRODIE KERIN	EDUCATIONAL ASSISTANT	\$ 34,589	\$ 750	\$ 132	\$ 35,471
BROWN MURIEL	TEACHER	\$ 89,189	\$ 1,500	\$ 4,775	\$ 95,464
BURT LINDA	HEAD CUSTODIAN	\$ 55,351	\$ 1,400	\$ 550	\$ 57,301
CAPORALE MELISSA	SUBSTITUTE	\$ 62			\$ 62
CARLISLE JILL	TEACHER	\$ 82,737	\$ 500		\$ 83,237
CARR BARBARA	SUBSTITUTE	\$ 300			\$ 300
CHAPPEL MICHAEL	SUBSTITUTE	\$ 206			\$ 206
COLGAN TERI-LYNN	SUBSTITUTE	\$ 320			\$ 320
CONSIGLIO-NOKS ARLYNN	SCHOOL COMM SECRETARY	\$ 606			\$ 606
CREMINS JOANNE	EDUCATIONAL ASSISTANT	\$ 20,719	\$	\$ 396	\$ 21,115
CZUJAK DEBORAH	EDUCATIONAL ASSISTANT	\$ 27,396	\$	\$ 520	\$ 27,916
DANIELS PAMELA	ECE COORDINATOR	\$ 1,025			\$ 1,025
DANIELS PATSY	SUBSTITUTE	\$ 8,320			\$ 8,320
DAVIS KATHY	TEACHER	\$ 75,627	\$ 1,500		\$ 77,127
DEANGELIS BARBARA	SUBSTITUTE	\$ 55,156			\$ 55,156
DEEGAN TRACY	TEACHER	\$ 68,478	\$ 1,500	\$ 5,785	\$ 75,763
DIPROSPERO CAROLINE	EDUCATIONAL ASSISTANT	\$ 25,844		\$ 1,550	\$ 27,394
DONOVAN CAROLINE	DATA MNGMNT SEC	\$ 36,371	\$ 1,000	\$ 784	\$ 38,155
DOUGLAS DIANE	CAF... MANAGER	\$ 36,032	\$ 1,400	\$ 1,723	\$ 39,155
DRISCOLL MOLLY	TEACHER	\$ 53,754			\$ 53,754
ESCHER MARY	TEACHER	\$ 57,300	\$ 2,000	\$ 2,525	\$ 61,825
ESPESETH DOREEN	SUBSTITUTE	\$ 97			\$ 97

EMPLOYEE	POSITION	BASE	LONGEVITY	OTHER	TOTAL SALARY
FERREIRA JACOB	SUBSTITUTE	\$ 1,098			\$ 1,098
FILMER-GALLAGHER HEIDI	SUBSTITUTE	\$ 80			\$ 80
FINNEGAN JOANNE	PRINCIPAL	\$ 113,224			\$ 113,224
FITZGERALD PHOEBE	EDUCATIONAL ASSISTANT	\$ 33,056		\$ 340	\$ 33,396
FROMM ALICE	SUBSTITUTE	\$ 3,022			\$ 3,022
FRYE AMY	TEACHER	\$ 89,189	\$ 500		\$ 89,689
GARDNER CHARLES	SUBSTITUTE				\$ 80
GENOIS MARY	TEACHER	\$ 75,187	\$ 1,200		\$ 76,387
GIBBONS MELISSA	TEACHER	\$ 64,609			\$ 64,609
GILL LAURA	SUBSTITUTE	\$ 950			\$ 950
GLEASON JANICE	SUBSTITUTE	\$ 142			\$ 142
GRACIANO CATHERINE	SCHOOL PSYCHOLOGIST	\$ 66,002		\$ 682	\$ 66,684
GREGORY PATRICIA	SUBSTITUTE	\$ 310			\$ 310
GRIM DONNA	SUBSTITUTE	\$ 160			\$ 160
GUZZEAU GARY	SUBSTITUTE	\$ 204			\$ 204
HARRIS KATHERINE	SUBSTITUTE	\$ 1,155			\$ 1,155
HAYES SANDRA	SUBSTITUTE	\$ 3,724			\$ 3,724
HOLLAND ALICE	EDUCATIONAL ASSISTANT	\$ 36,069	\$ 1,000	\$ 140	\$ 37,209
HOLLANDER-ESSIG CHARLES	TEACHER	\$ 17,213	\$ 500		\$ 17,713
JONES JOHN	CUSTODIAN	\$ 35,919		\$ 78	\$ 35,997
KATHERMAN JUDITH	SUBSTITUTE	\$ 80			\$ 80
KEEFE KAITLYNE	SUB EDUCATIONAL ASSISTANT	\$ 8,470			\$ 8,470
KENDER KOLLEEN	EDUCATIONAL ASSISTANT	\$ 35,887	\$ 450	\$ 965	\$ 37,302
KOPITSKY KATHLEEN	SUBSTITUTE	\$ 5,596			\$ 5,596
LEAVITT GAIL	SUBSTITUTE	\$ 240			\$ 240
LYON TRICIA	SUBSTITUTE	\$ 248			\$ 248
MARTIN-LANGTRY DONNA	SPEECH/LANGUAGE	\$ 86,063	\$ 1,500		\$ 87,563
MCCARTHY MARY	TEACHER	\$ 87,612	\$ 2,000		\$ 89,612
MCHUGH EILEEN	EDUCATIONAL ASSISTANT	\$ 32,630	\$ 450	\$ 40	\$ 33,120
MENZA BREIGH ANN	LIBRARY TEACHER	\$ 55,229		\$ 2,629	\$ 57,858

EMPLOYEE	POSITION	BASE	LONGEVITY	OTHER	TOTAL SALARY
MITCHELL HOLLEY	EDUCATIONAL ASSISTANT	\$ 26,446		\$ 453	\$ 26,899
MORRIS LOUISE	TEACHER	\$ 87,612	500		\$ 88,112
NARKON HANNAH	EDUCATIONAL ASSISTANT	\$ 7,195	450		\$ 7,645
NEWTON JULIE	TEACHER	\$ 75,627	1,500		\$ 77,127
NOONE TRACI	SUBSTITUTE	\$ 674			\$ 674
O'BARA SUSAN	SUBSTITUTE	\$ 86,063	500		\$ 86,563
O'CONNOR KAREN	TEACHER	\$ 87,612	2,500	\$ 2,525	\$ 92,637
OLSON COREEN	TEACHER	\$ 75,627	2,000		\$ 77,627
OULD CATHERINE	SUBSTITUTE	\$ 364			\$ 364
PAINE JENNIFER	EDUCATIONAL ASSISTANT	\$ 2,875			\$ 2,875
PASARELL JILL	SUBSTITUTE	\$ 512			\$ 512
PENO ERICA	TEACHER	\$ 86,063	500		\$ 86,563
POITRAS EILEEN	TEACHER	\$ 45,514	100		\$ 45,614
REICHERS KAREN	NURSE	\$ 75,627	500	\$ 825	\$ 76,952
ROGERS MARIE	SUBSTITUTE	\$ 1,266			\$ 1,266
SALERNO SHERRY	EDUCATIONAL ASSISTANT	\$ 14,963		\$ 770	\$ 15,733
SALMON DONALD	SUBSTITUTE CUSTODIAN	\$ 5,117			\$ 5,117
SANZO ANTHONY	CUSTODIAN	\$ 39,609		\$ 1,000	\$ 40,609
SCHRAFFT THERESA	SUBSTITUTE NURSE	\$ 400			\$ 400
SHAW TAMSYN	TEACHER	\$ 75,627	1,500		\$ 77,127
SMITH BREMNER	SUBSTITUTE	\$ 1,129			\$ 1,129
SOUTHER DEIDRE	EDUCATIONAL ASSISTANT	\$ 12,334	750	\$ 620	\$ 13,704
SPRINGER SONI	TUTOR	\$ 7,306			\$ 7,306
STEWART MORGAN	TEACHER	\$ 62,997			\$ 62,997
SULLIVAN VALERIE	SUBSTITUTE	\$ 2,568			\$ 2,568
SUTTON LAURIE	SUBSTITUTE	\$ 62			\$ 62
TEFFT ANN	SUBSTITUTE	\$ 103			\$ 103
TIERNEY CHERYL	SUBSTITUTE	\$ 404			\$ 404
TROVATO KELSEY	SUBSTITUTE	\$ 4,050			\$ 4,050
VARLEY ELISE	PRINCIPAL'S SECRETARY	\$ 54,392	1,250	\$ 250	\$ 55,892

EMPLOYEE	POSITION	BASE	LONGEVITY	OTHER	TOTAL SALARY
WALKER SAMANTHA	SUBSTITUTE	\$ 62			\$ 62
WALLACE COLLEEN	CAFETERIA	\$ 17,335	\$ 750	\$ 615	\$ 18,700
WEBER JILL	EDUCATIONAL ASSISTANT	\$ 35,941	\$ 1,000	\$ 551	\$ 37,492
WEIGAND GEOFFREY	SUBSTITUTE	\$ 1,536			\$ 1,536
WEST BAMBI	SUBSTITUTE	\$ 558			\$ 558
YAKOLA ERIC	TEACHER	\$ 75,627	\$ 2,000		\$ 77,627
<b>TOTAL ELEMENTARY SCHOOL</b>		<b>\$ 2,799,492</b>	<b>\$ 36,450</b>	<b>\$ 36,341</b>	<b>\$ 2,872,363</b>

**Nauset Regional Schools  
Salaries and Wages  
07/01/2014 to 06/30/2015**

<b>Employee</b>	<b>Home Dept/Location</b>	<b>Position</b>	<b>Salary</b>	<b>Longevity</b>	<b>All Other</b>
Ahokas, John A	Middle School	MS SN Ed Assistant	\$35,718.31	\$450.00	\$36,404.31
Aitchison, Tania A	High School	HS Cafeteria	\$13,579.14	\$0.00	\$14,419.64
Albright, Lori S	High School	Teacher	\$87,545.67	\$500.00	\$88,806.67
Allard, Margaret E	Region Working For a Town	Ed Assistant	\$13,400.51	\$0.00	\$13,434.51
Allen, Thomas F	High School	HS Teacher	\$26,064.60	\$0.00	\$32,418.33
Ambrose, Clifford	Middle School	Custodian	\$40,631.08	\$0.00	\$42,624.82
Andac, Elizabeth P	Eddy Elementary	Eddy SN Teacher/ Teacher SS	\$3,771.04	\$0.00	\$3,771.04
Anderson, Jo Ann	Wellfleet Elementary	Teacher	\$0.00	\$0.00	\$353.77
Anderson, Norma Jean	High School	HS Teacher	\$52,683.08	\$0.00	\$54,952.08
Andrade, Peter D	Middle School	SN Teacher	\$56,944.23	\$0.00	\$56,944.23
Annis, Sophia	Substitute	Substitute	\$1,464.65	\$0.00	\$1,901.65
Anthony, Megan L	Middle School	Middle School Teacher	\$62,696.47	\$0.00	\$64,643.03
Anthony, Tracy R	Wellfleet Elementary	WES Teacher	\$0.00	\$0.00	\$99.03
Appleton, Scott	High School	Custodian	\$48,631.52	\$700.00	\$53,181.61
Arnold, Keith	Coach	Coach	\$0.00	\$0.00	\$3,543.00
Ashwell, Patricia	Substitute	Substitute	\$0.00	\$0.00	\$1,080.00
Auciello, Joseph P	Substitute	Substitute	\$0.00	\$0.00	\$280.00
Avery, Joshua	High School	Custodian	\$48,573.08	\$0.00	\$52,499.72
Avery, Sharon E	Middle School	Cafeteria Worker	\$10,069.39	\$0.00	\$10,594.35
Ayochok, Michelle A	High School	HS Cafeteria Manager	\$27,099.66	\$0.00	\$28,940.10
Bader, Carol A	Middle School	MS SN Secretary	\$31,741.08	\$0.00	\$35,895.15
Baker, Robert	Community Ed	Community Education	\$720.00	\$0.00	\$720.00
Bakker, Donald	High School	Teacher	\$17,575.40	\$0.00	\$17,575.40
Baldwin, Nancy P	Middle School	Teacher	\$85,998.10	\$0.00	\$89,295.44
Barnatchez, Kelly J	Stony Brook Elementary	SBES Teacher	\$1,582.50	\$0.00	\$1,851.27
Barnatchez, Sarah	Summer School	Summer School	\$799.00	\$0.00	\$799.00

<b>Employee</b>	<b>Home Dept/Location</b>	<b>Position</b>	<b>Salary</b>	<b>Longevity</b>	<b>All Other</b>
Barr, Gregory A	Middle School	Middle School Teacher	\$67,043.40	\$0.00	\$74,577.91
Barron, Alexis P	Community Ed	Community Education	\$200.00	\$0.00	\$200.00
Bartolini, Nicolette N	Eastham	EES Teacher	\$0.00	\$0.00	\$407.49
Bartolini-Trott, Bonnie J	High School	HS SN Teacher	\$87,545.67	\$1,500.00	\$91,228.03
Battaglini, Michael	Coach	Coach	\$0.00	\$0.00	\$3,295.00
Bausch, Janet L	Stony Brook Elementary	Ed Assistant	\$1,105.00	\$0.00	\$1,105.00
Beale, Tamara	Eastham	Cafeteria	\$0.00	\$0.00	\$713.00
Beavan, Allison	High School	Teacher	\$83,940.55	\$500.00	\$85,838.55
Bell, Valerie G	High School	Teacher	\$102,599.16	\$2,000.00	\$105,360.16
Bellarosa, Caroline	Eddy Elementary	Teacher	\$0.00	\$0.00	\$442.17
Bentz, Airami C	High School	HS Teacher	\$79,006.01	\$0.00	\$79,767.01
Berg, Kathryn J	Region Working For a Town	K Grant	\$0.00	\$0.00	\$5,676.08
Bergstrom, Debra A	Region Working For a Town	Eddy SN Ed Assistant	\$15,010.08	\$0.00	\$15,010.08
Bertrand, Shannon	Middle School	Teacher	\$89,121.63	\$500.00	\$90,377.67
Berzinis, Mary D	Region Working For a Town	Speech Therapist	\$39,664.52	\$0.00	\$40,864.52
Bianchi, Elizabeth A	Region Working For a Town	Ed Assistant	\$28,845.56	\$750.00	\$29,653.06
Biathrow, Sadie	Middle School	Ed Assistant	\$22,678.22	\$0.00	\$22,678.22
Bicker, Gabriel W	Substitute	Substitute	\$0.00	\$0.00	\$635.00
Bienvenue, Nancy A	Middle School	MS Ed Assistant	\$20,715.14	\$0.00	\$21,215.33
Birchall, Joanne N	High School	HS SN Ed Assistant	\$36,056.95	\$1,200.00	\$38,397.95
Birchall, Ryan N	High School	HS Art Teacher	\$57,437.32	\$0.00	\$59,083.45
Bishop, Carol L	Substitute	Substitute	\$0.00	\$0.00	\$2,152.00
Blair, Gail L	Middle School	Ed Assistant	\$36,056.95	\$1,000.00	\$37,235.95
Blascio, Katsiaryna	High School	Teacher	\$70,706.02	\$0.00	\$72,730.46
Blau, Reva T	Middle School	MS Teacher	\$41,211.20	\$0.00	\$42,459.68
Bohannon, Justin C	High School	Teacher	\$78,102.08	\$0.00	\$83,182.80
Bohannon, Louise M	Orleans Elementary	Secretary	\$0.00	\$0.00	\$225.00
Bohannon, Meredith N	High School	Teacher	\$83,940.55	\$0.00	\$84,701.55
Bolinder, Richard	High School	Groundsman	\$50,169.52	\$800.00	\$50,969.52
Borsari, JoAnn	Eddy Elementary	Teacher	\$0.00	\$0.00	\$736.95
Boskus, Stephen W	High School	Guidance Counselor	\$84,258.00	\$0.00	\$88,529.64

Employee	Home Dept/Location	Position	Salary	Longevity	All Other
Botsford, Leslie G	Substitute	Substitute	\$0.00	\$0.00	\$2,720.00
Bouyea, Nancy	Middle School	Custodian	\$43,355.20	\$0.00	\$49,161.52
Boyd, Margaret	High School	Ed Assistant	\$27,414.14	\$450.00	\$27,904.14
Bradford, Ariana	Region Working For a Town	Ed Assistant	\$4,371.85	\$0.00	\$4,371.85
Brooklebank, Veronica	Region Working For a Town	PreSchool Ed Assistant	\$28,727.81	\$1,000.00	\$30,329.17
Brooks, Suzanne H	Eddy Elementary	SN Educational Assistant	\$12,202.00	\$0.00	\$13,162.31
Brookshire, Edward C	High School	Athletic Event Worker	\$0.00	\$0.00	\$510.00
Brown, Lisa	High School	Teacher	\$87,545.67	\$500.00	\$90,220.85
Brunelle, Donna M	Region Working For a Town	Ed Assistant	\$11,155.83	\$0.00	\$13,812.31
Brunelle, Sarah J	Eddy Elementary	Eddy Ed Assistant	\$0.00	\$0.00	\$12.50
Bрут, Diane	Tutor	Tutor	\$24,912.76	\$0.00	\$24,912.76
Bucar, James F	Middle School	Ed Assistant	\$30,690.91	\$0.00	\$30,710.91
Bucci, Elisa	Stony Brook Elementary	Teacher	\$0.00	\$0.00	\$268.09
Bunker, Emily L	Tutor	Tutor	\$4,899.00	\$0.00	\$4,899.00
Burkert, Randall E	Tutor	Tutor	\$0.00	\$0.00	\$9,629.62
Burr, Leslie	Substitute	Substitute	\$0.00	\$0.00	\$405.00
Burritt, Derek	High School	HS Custodian	\$27,247.90	\$0.00	\$28,227.10
Burroughs, Leigh A	Middle School	Middle School Teacher	\$83,940.55	\$0.00	\$85,524.55
Burton, Alison A	Substitute	Substitute	\$0.00	\$0.00	\$600.00
Butler, Patricia A	Community Ed	Community Education	\$90.00	\$0.00	\$90.00
Butler, Shawn M	High School	Custodian	\$18,193.12	\$0.00	\$19,332.52
Butts, Mary	High School	Teacher	\$26,837.70	\$0.00	\$27,737.70
Cahill, Lisa D	Stony Brook Elementary	SBES Ed Assistant	\$6,953.48	\$0.00	\$6,953.48
Cahill, Maryanne	Region Only	Preschool Ed Assist	\$28,674.36	\$0.00	\$28,849.50
Caliri, Diane E	Substitute	Substitute	\$0.00	\$0.00	\$4,822.00
Callahan, Alice	Substitute	Substitute	\$0.00	\$0.00	\$1,260.00
Callan, Phyllis	Community Ed	Community Education	\$135.00	\$0.00	\$135.00
Cameron, June	Substitute	Substitute	\$370.37	\$0.00	\$574.37
Cameron, Katie	High School	Guidance Counselor	\$74,078.94	\$0.00	\$79,233.71
Cameron, Marcia	Middle School	Asst Principal	\$111,127.25	\$2,100.00	\$115,038.25
Campbell, Diane	High School	Region Access	\$0.00	\$0.00	\$16,641.00

<b>Employee</b>	<b>Home Dept/Location</b>	<b>Position</b>	<b>Salary</b>	<b>Longevity</b>	<b>All Other</b>
Campbell-Halley, Noah C	Stony Brook Elementary	SBES Teacher	\$0.00	\$0.00	\$768.18
Canter, Aaron M	Middle School	Teacher	\$56,944.23	\$0.00	\$57,270.23
Caretti, Ann	Region Shared	Director of Student Svcs	\$123,291.80	\$3,000.00	\$127,941.80
Carlisle, Jill	Eastham	Teacher	\$1,548.82	\$0.00	\$2,320.45
Carlson, Jan	Middle School	MS Secretary	\$39,114.60	\$1,250.00	\$41,146.65
Carnathan, Susan M	Substitute	Substitute	\$0.00	\$0.00	\$10,366.14
Carosella, Jeanne	Middle School	MS SN Ed Assistant	\$6,782.29	\$0.00	\$6,782.29
Carpenter, Pamela	High School	HS Teacher	\$38,660.94	\$0.00	\$39,421.94
Carr, Barbara S	Substitute	Substitute	\$100.00	\$0.00	\$100.00
Carr, Deborah	Region Working For a Town	Ed Assistant	\$1,700.00	\$0.00	\$1,700.00
Caruso, Angela M	High School	HS Ed Assistant	\$14,787.99	\$0.00	\$14,807.99
Castellano, Alan	High School	Teacher	\$89,121.66	\$2,000.00	\$92,782.66
Cedeno, Anthony G	Middle School	Guidance Counselor	\$89,121.66	\$0.00	\$92,651.00
Chapman, Anthony	Middle School	Custodian	\$42,128.28	\$0.00	\$45,537.71
Chase, Trisha L	Substitute	Substitute	\$0.00	\$0.00	\$2,294.00
Chiarello, Kerry C	High School	SN Teacher	\$64,063.44	\$0.00	\$64,063.44
Christensen, Janake M	Region Revolving	ED Assistant	\$7,002.40	\$0.00	\$7,782.22
Chudomei, Diane S	Region Working For a Town	SN Ed Assitant	\$23,272.00	\$0.00	\$23,272.00
Ciarleglio, Gary J	Coach	HS Coach	\$0.00	\$0.00	\$3,804.00
Ciarleglio, Raymond E	Coach	Fall Coach	\$0.00	\$0.00	\$3,804.00
Citrone, Amanda V	High School	School Psychologist	\$41,971.08	\$0.00	\$44,732.08
Claireaux, Christine	High School	HS Teacher	\$85,731.72	\$0.00	\$86,622.72
Clancy, Lori J	Eddy Elementary	Ed Assistant	\$1,190.00	\$0.00	\$1,190.00
Clark, Andrew	High School	Teacher	\$85,998.10	\$500.00	\$90,762.10
Clark, Matthew P	Coach	Region Coach	\$0.00	\$0.00	\$3,543.00
Clark, Stacy C	Middle School	MS SN Teacher	\$75,413.89	\$0.00	\$75,413.89
Codinha, Mary	Wellfleet Elementary	Teacher	\$0.00	\$0.00	\$221.00
Cohen, Paul H	Middle School	Middle School Custodian	\$4,290.40	\$0.00	\$4,847.91
Colgan, Teri-Lynn	Region Working For a Town	Tutor	\$1,792.94	\$0.00	\$22,957.86
Collins, Alana J	High School	HS Ed Assistant	\$24,028.86	\$0.00	\$24,048.86
Conner, Kimberly	Middle School	MS Teacher	\$85,998.10	\$500.00	\$86,914.26



<b>Employee</b>	<b>Home Dept/Location</b>	<b>Position</b>	<b>Salary</b>	<b>Longevity</b>	<b>All Other</b>
Conrad, Lisa H	Eddy Elementary	Eddy Nurse/Nurse SS	\$0.00	\$0.00	\$77.35
Conrad, Thomas	High School	Principal	\$142,394.50	\$3,500.00	\$149,011.50
Consiglio-Noks, Arlynn	Region Shared	Secret to Student Svcs Dir	\$59,765.78	\$1,250.00	\$61,015.78
Coons, Michelle C	Substitute	Atletic Stipends	\$0.00	\$0.00	\$306.00
Cope, Claudia	Wellfleet Elementary	Nurse	\$67.34	\$0.00	\$67.34
Corrado, Matthew	Community Ed	Community Education	\$720.00	\$0.00	\$720.00
Cowan, Robert	High School	Drivers Ed Instructor	\$0.00	\$0.00	\$14,513.00
Craven, Raymond	High School	Teacher	\$84,258.00	\$500.00	\$86,015.00
Curtis, Karen	Middle School	MS SN Ed Asst.	\$35,909.92	\$1,000.00	\$37,153.92
Czujak, Deborah	Eastham	Ed Assistant	\$0.00	\$0.00	\$20.00
Da Silva, Carina C	Eastham	ESL Teacher	\$0.00	\$0.00	\$36,650.78
D'Agostino, Danielle A	Substitute	Substitute	\$0.00	\$0.00	\$1,564.00
Daigle, Suzanne E	Substitute	Substitute	\$0.00	\$0.00	\$360.00
Daniels, Patsy	Substitute	Substitute	\$0.00	\$0.00	\$840.00
Daniels, Susan L	Substitute	Substitute	\$0.00	\$0.00	\$185.30
Davies, Paul	High School	Teacher	\$17,575.40	\$0.00	\$17,575.40
Davis, Kathleen	Eastham	Teacher	\$1,919.19	\$0.00	\$2,187.96
Davison, Julie M	High School	CAfeteria Worker	\$12,103.08	\$0.00	\$12,382.92
Day, Judith	Region Only	MS Cafeteria	\$22,861.40	\$850.00	\$24,378.06
DeCarlo, Susan C	Summer School	Summer School	\$3,232.32	\$0.00	\$3,232.32
Deegan, Tracey	Eastham	Teacher	\$13,610.94	\$0.00	\$15,171.54
Delfino, Linda M	Substitute	Substitute	\$0.00	\$0.00	\$6,840.00
DeOlivera, Cynthia B	Middle School	MS Cafeteria Manager	\$24,516.50	\$0.00	\$25,025.72
DeSimone, Christine	High School	Teacher	\$89,121.66	\$500.00	\$91,844.66
DesRosiers, Donna M	Stony Brook Elementary	Psychologist	\$0.00	\$0.00	\$69.36
Dever, Kelma	Region Only	Teacher Project Coordinator	\$33,625.17	\$500.00	\$34,125.17
Dewey, Erika M	Middle School	Teacher	\$8,073.95	\$0.00	\$8,331.35
Dinda, Linda	Substitute	Substitute	\$0.00	\$0.00	\$1,040.00
DiPaolo, Beverly J	Middle School	MS Teacher	\$47,403.69	\$0.00	\$48,813.15
DiProspero, Caroline W	Region Only	Ed Assistant	\$3,030.30	\$0.00	\$3,030.30
Dixon, Honora	High School	Teacher	\$89,121.66	\$2,500.00	\$91,621.66

<b>Employee</b>	<b>Home Dept/Location</b>	<b>Position</b>	<b>Salary</b>	<b>Longevity</b>	<b>All Other</b>
Doherty, Michaela B	Region Working For a Town	Preschool Secretary	\$21,843.22	\$500.00	\$22,659.10
Dolbec, David W	Community Ed	Community Education	\$360.00	\$0.00	\$360.00
Dombrowski, Kaitlyn A	High School	High School Teacher	\$44,777.88	\$0.00	\$50,079.88
Dominic, Barbara	Middle School	Social Worker	\$85,609.01	\$0.00	\$88,025.71
Donovan, David	High School	HS Teacher	\$85,608.79	\$1,500.00	\$88,311.79
Donovan, Tonia	Stony Brook Elementary	Teacher	\$0.00	\$0.00	\$728.28
Doucette, Barbara	Eddy Elementary	School Psychologist	\$0.00	\$0.00	\$3,163.54
Driscoll, Molly	Eastham	Teacher	\$0.00	\$0.00	\$450.84
Driscoll, Thomas J	Community Ed	Community Education	\$480.00	\$0.00	\$480.00
Dugan, William	Region Only	Treasurer	\$6,883.75	\$0.00	\$6,883.75
Dugas, Marsha	Eddy Elementary	Eddy Teacher	\$0.00	\$0.00	\$69.36
Dumont, Maureen	Region Shared	HR Coordinator	\$34,390.65	\$3,000.00	\$38,595.15
Dunford, Martha	Stony Brook Elementary	SBES Teacher	\$0.00	\$0.00	\$346.80
Durgin, Richard	Substitute	Tutor	\$0.00	\$0.00	\$3,824.24
Earle, Peter	Middle School	Extracurricular	\$0.00	\$0.00	\$4,818.00
Ednie, Christine A	Stony Brook Elementary	SBES SN Teacher	\$0.00	\$0.00	\$1,800.00
Edwards, Emily Ann	Orleans Elementary	OES Spanish Teacher	\$67.34	\$0.00	\$147.34
Edwards, Julie	Region Only	Physical Therapist	\$47,035.10	\$0.00	\$47,182.49
Eitelbach, Colin A	Coach	Coach	\$0.00	\$0.00	\$9,123.00
Eldredge, Cynthia	Region Working For a Town	Eddy SN Ed Assistant	\$9,187.04	\$0.00	\$9,564.49
Eldridge, Michele	Orleans Elementary	OES Teacher	\$0.00	\$0.00	\$240.74
Elia, Louis F	Coach	Coach	\$0.00	\$0.00	\$5,501.00
Ellis, Claudia M	Substitute	Substitute	\$0.00	\$0.00	\$1,309.17
Ellis, Patricia L	Substitute	Substitute	\$0.00	\$0.00	\$560.00
Endich, Roberta	High School	Librarian	\$89,121.66	\$0.00	\$93,436.79
Erickson, Marguerite F	Eddy Elementary	Eddy SN Ed Asst	\$0.00	\$0.00	\$80.00
Erickson, Julie A	Stony Brook Elementary	SBES Teacher	\$0.00	\$0.00	\$710.94
Ericson, Melissa E	Substitute	Substitute - Tutor	\$0.00	\$0.00	\$396.12
Escher, Mary Christine	Region Working For a Town	Teacher	\$25,436.94	\$0.00	\$35,130.54
Evans, Henry K	High School	HS Teacher	\$84,157.86	\$0.00	\$91,064.91
Faline, Sara L	Substitute	Substitute	\$0.00	\$0.00	\$600.00

<b>Employee</b>	<b>Home Dept/Location</b>	<b>Position</b>	<b>Salary</b>	<b>Longevity</b>	<b>All Other</b>
Fannon, Diane M	High School	HS Cafeteria Worker	\$9,325.10	\$0.00	\$9,591.22
Faris, Stacey	Stony Brook Elementary	Brewster Teacher	\$0.00	\$0.00	\$77.35
Faris, Thomas A	High School	HS Teacher	\$85,998.10	\$500.00	\$92,559.45
Faucher, Roger H	High School	HS Teacher	\$89,121.66	\$2,000.00	\$94,310.26
Fernandes, Abigail L	Region Shared	CO Secretary A/P	\$42,808.02	\$0.00	\$42,958.02
Ferrara, Margaret M	Region Revolving	Preschool Ed Assistant	\$15,943.20	\$0.00	\$16,083.06
Ferreira, Jacob J	Substitute	Substitute	\$0.00	\$0.00	\$450.00
Ferri, Kathleen M	Wellfleet Elementary	Teacher	\$0.00	\$0.00	\$104.04
Fields, Stephanie L	Middle School	MS SN Ed Assistant	\$28,273.35	\$750.00	\$29,263.35
Filmer-Gallagher, Heidi M	Substitute	Substitute	\$0.00	\$0.00	\$160.00
Finocchio, Dona M	Substitute	Substitute	\$100.00	\$0.00	\$100.00
Fisher-Hilmer, Linda J	Community Ed	Community Education	\$360.00	\$0.00	\$360.00
Fitzgerald, Esther	Region Only	Adult Ed Director	\$24,263.25	\$850.00	\$25,113.25
Fitzgerald, Janet A	Community Ed	Community Education	\$960.00	\$0.00	\$960.00
Fitzpatrick, Julie Anne	High School	HS Ed Assistant	\$33,030.59	\$1,200.00	\$36,405.77
Flaherty, Jennifer A	Substitute	Substitute	\$0.00	\$0.00	\$620.00
Flanagan, Julie M	Middle School	MS Teacher	\$83,940.55	\$0.00	\$88,170.55
Flynn, Richard	Substitute	Substitute	\$0.00	\$0.00	\$475.82
Foley, Sandra L	Region Shared	Sec. to Dir.Finance/Operations	\$59,894.37	\$0.00	\$59,894.37
Ford, Lillian Ashley	High School	HS SN Teacher	\$72,372.15	\$0.00	\$73,133.15
Ford, Susan J	Stony Brook Elementary	Brewster Ed Assistant	\$0.00	\$0.00	\$34.00
Forgeron, Lyndsi G	Summer School	Summer School	\$705.50	\$0.00	\$705.50
Fox, Cynthia Jean	Region Working For a Town	SB Preschool Teacher	\$87,545.67	\$2,000.00	\$89,623.02
Frankel, Karen A	Orleans Elementary	Teacher	\$28,971.19	\$0.00	\$29,317.99
Friedman, Bette	Community Ed	Community Education	\$900.00	\$0.00	\$900.00
Fromm, Alice D	Substitute	Substitute	\$0.00	\$0.00	\$880.00
Fry, Meredith L	Coach	Coach	\$0.00	\$0.00	\$3,295.00
Gallagher, Erin	Substitute	Substitute	\$0.00	\$0.00	\$80.00
Gallagher, Meghan E	Substitute	Substitute	\$0.00	\$0.00	\$265.00
Gardner, Charles F	Substitute	Substitute	\$62.35	\$0.00	\$7,598.35
Gauley, Keith	Region Shared	Assistant Superintendent	\$132,380.84	\$0.00	\$133,130.84

<b>Employee</b>	<b>Home Dept/Location</b>	<b>Position</b>	<b>Salary</b>	<b>Longevity</b>	<b>All Other</b>
Gengareilly, Laurie J	Middle School	MS SN Ed Assistant	\$35,909.92	\$1,200.00	\$38,447.92
George, Emma V	Substitute	Substitute	\$0.00	\$0.00	\$124.00
Gibson, Judith A	Middle School	Psychologist	\$35,783.60	\$500.00	\$36,283.60
Gifford, John R	Substitute	Substitute	\$0.00	\$0.00	\$10,504.00
Gill, Laura	Substitute	Substitute	\$100.00	\$0.00	\$150.00
Glaser-Gilrein, Dianne	Substitute	Substitute	\$0.00	\$0.00	\$2,400.00
Gleason, Janice E	Substitute	Substitute	\$0.00	\$0.00	\$320.00
Goodrich, Lisa A	Middle School	MS Guidance Secretary	\$44,038.29	\$0.00	\$45,893.60
Gordon, Kelly	Stony Brook Elementary	SBES Ed Assistant	\$0.00	\$0.00	\$40.00
Grant, Jennifer	Middle School	Educational Assistant	\$27,515.15	\$450.00	\$31,008.22
Green, Mary Kathleen	Middle School	Ed Assistant	\$32,946.62	\$450.00	\$37,049.95
Greer, Caitlin	Orleans Elementary	Orleans Teacher	\$0.00	\$0.00	\$138.72
Gregg, Paul A	Region Working For a Town	OES Teacher	\$8,025.52	\$0.00	\$8,025.52
Gregory, Patricia A	Substitute	Substitute	\$0.00	\$0.00	\$571.00
Grimm, Donna B	Substitute	Substitute	\$0.00	\$0.00	\$142.00
Grozier, Christine H	High School	HS SN Ed Assistant	\$35,909.92	\$1,000.00	\$37,027.77
Gula, Jennifer E	Middle School	MS Teacher	\$89,121.66	\$0.00	\$89,121.66
Gutmann, Brendan J	Coach	Community Education/Coach	\$14,305.75	\$0.00	\$18,260.75
Guzzeau, Gary J	Substitute	Substitute	\$0.00	\$0.00	\$1,087.50
Hacking-Davis, Robin L	Eddy Elementary	Eddy Ed Assistant	\$289.00	\$0.00	\$289.00
Hagopian, Berj N	Middle School	MS Teacher	\$89,121.66	\$1,500.00	\$91,750.74
Hamer, Judith	High School	HS Teacher	\$87,545.67	\$2,000.00	\$91,986.67
Hammond, Catherine L	Community Ed	Community Education	\$540.00	\$0.00	\$540.00
Hammond, Majen P	Middle School	Teacher	\$91,115.76	\$1,500.00	\$96,712.30
Hannon, Kathleen B	Stony Brook Elementary	SBES Teacher	\$0.00	\$0.00	\$77.35
Hansen, Karen B	Middle School	MS Teacher	\$89,121.66	\$1,500.00	\$94,040.38
Harrington, Joanne	Orleans Elementary	OES Teacher	\$0.00	\$0.00	\$988.38
Harris, Katherine I	Substitute	Substitute	\$0.00	\$0.00	\$861.00
Hart, Susan C	Substitute	Substitute	\$0.00	\$0.00	\$80.00
Hartley, Marie M	Middle School	Middle School Club	\$0.00	\$0.00	\$652.00
Hartung, Bonnie K	Middle School	MS Nurse	\$54,361.12	\$0.00	\$55,005.76

Employee	Home Dept/Location	Position	Salary	Longevity	All Other
Harvey, Katherine	Middle School	MS Teacher	\$73,533.48	\$0.00	\$73,635.44
Haskell, Larkin	Substitute	Substitute	\$0.00	\$0.00	\$1,425.00
Hayes, Sandra L	Substitute	Substitute	\$0.00	\$0.00	\$1,444.00
Hayman, April N	Wellfleet Elementary	WES Custodian	\$0.00	\$0.00	\$31.00
Hendrickx, Ezra	High School	HS Teacher	\$85,608.79	\$0.00	\$98,724.32
Hepinstall, Karen E	High School	HS Teacher	\$89,121.66	\$1,500.00	\$95,562.66
Herold, Amy S	Substitute	Substitute	\$0.00	\$0.00	\$80.00
Hibbert, Andrea C	Community Ed	Community Education	\$720.00	\$0.00	\$720.00
Hickey, Kathleen M	Substitute	Substitute	\$960.00	\$0.00	\$960.00
Hicks, Brian R	High School	HS Teacher	\$83,940.55	\$500.00	\$88,836.55
Higgins, Jane P	Community Ed	Community Education	\$2,565.00	\$0.00	\$2,565.00
Higgins, Kenneth	High School	Athletic Event Worker	\$0.00	\$0.00	\$570.00
Hilliar, John A	Community Ed	Community Education	\$360.00	\$0.00	\$360.00
Hinkle, Harry F	Coach	Coach	\$0.00	\$0.00	\$3,410.00
Hirst, Chelsea V	Substitute	Substitute	\$0.00	\$0.00	\$150.00
Hirst, William L	Coach	Coach	\$0.00	\$0.00	\$8,386.00
Hoffmann, Richard J	Region Shared	Superintendent	\$171,217.75	\$0.00	\$177,528.17
Holcomb-Jones, Heather A	Stony Brook Elementary	Stony Brook Teacher	\$15,644.37	\$0.00	\$15,644.37
Hollander-Essig, Charles	Orleans Elementary	Teacher	\$0.00	\$0.00	\$467.50
Hotetz, Linda A	Region Working For a Town	Stony Ed Assistant	\$8,135.67	\$0.00	\$8,135.67
Hourihan, Maureen	Tutor	Middle School Tutor	\$4,747.47	\$0.00	\$4,747.47
Howarth, Phillip	Coach	Coach	\$0.00	\$0.00	\$4,578.00
Hoyt, Elizabeth S	Tutor	ELL Tutor	\$0.00	\$0.00	\$990.30
Hoyt, Karl F	High School	HS Teacher	\$83,940.55	\$1,500.00	\$85,440.55
Hughes, Sharon Keller	Orleans Elementary	Orleans SN Teacher	\$29,583.60	\$0.00	\$34,347.63
Hurley, Linda M	Orleans Elementary	OES Ed Assistant	\$2,626.26	\$0.00	\$2,666.26
Hutton, Sarah P	Middle School	MS Teacher	\$74,079.65	\$0.00	\$75,300.10
Ilkovich, Katie	Coach	Coach	\$0.00	\$0.00	\$3,295.00
Ireland, Judith L	Eddy Elementary	EBES SN Teacher	\$0.00	\$0.00	\$33.67
Israel, Deborah A	Community Ed	Community Education	\$3,600.00	\$0.00	\$3,600.00
Jackman, Bonnie E	Middle School	Social Worker	\$89,121.66	\$0.00	\$93,764.68

<b>Employee</b>	<b>Home Dept/Location</b>	<b>Position</b>	<b>Salary</b>	<b>Longevity</b>	<b>All Other</b>
Jackson, Brandy B	Middle School	Middle School Teacher	\$67,043.40	\$0.00	\$75,280.24
Jenkins, Martha F	Orleans Elementary	Teacher	\$0.00	\$0.00	\$936.36
Johnson, Andrea g	Coach	Coach	\$0.00	\$0.00	\$1,817.50
Johnson, Gregory H	Middle School	MS Ed Assistant	\$2,160.00	\$0.00	\$14,848.00
Johnson, Lorraine S	Eddy Elementary	Eddy Teacher	\$15,896.16	\$0.00	\$17,687.11
Johnson, Patricia O'Leary	Stony Brook Elementary	SBES Ed Assistant	\$7,630.46	\$0.00	\$7,655.46
Johnston, Ross B	High School	HS Teacher	\$87,545.67	\$1,500.00	\$89,806.67
Jordan, Edward J	Substitute	Substitute	\$0.00	\$0.00	\$9,200.00
Kanavos, Joyce	Region Shared	Accounts Payable/Receptionist	\$30,602.99	\$1,250.00	\$31,852.99
Kandall, Amy	High School	HS Teacher	\$83,216.83	\$0.00	\$83,216.83
Karp, Doris M	Substitute	Substitute	\$0.00	\$0.00	\$100.00
Katherman, Judith T	Substitute	Substitute	\$0.00	\$0.00	\$1,296.00
Keavy, Debra A	High School	HS Teacher	\$69,724.82	\$0.00	\$70,485.82
Keefe, Kaitlyne T	Substitute	Substitute	\$0.00	\$0.00	\$1,498.00
Kelly, Karen	Substitute	Substitute	\$0.00	\$0.00	\$2,240.00
Kender, Kolleen	Eastham	EES SN Ed Assistant	\$0.00	\$0.00	\$60.00
Kendrew, Ingrid E	Middle School	MS Teacher	\$83,940.55	\$0.00	\$87,954.97
Kenyon, Keith Edward	High School	Athletic Director	\$101,696.00	\$0.00	\$109,104.00
Keohan, Mary Sue	Substitute	Substitute	\$0.00	\$0.00	\$90.00
Keon, Diane Smith	High School	HS Teacher	\$89,121.66	\$500.00	\$91,128.31
Keon, Taylor A	Substitute	Substitute	\$0.00	\$0.00	\$300.00
Kerig, John A	High School	Custodian	\$33,814.20	\$0.00	\$39,411.89
Kerse-McMillin, Maura C.	High School	HS Teacher	\$85,608.79	\$0.00	\$86,369.79
Kersteen, Hilary F	High School	HS Teacher	\$75,570.20	\$0.00	\$75,599.33
Keyes, Brian J	Coach	Coach	\$0.00	\$0.00	\$3,214.00
Kieffer, Johanne M	Middle School	MS SN Ed Assistant	\$30,690.91	\$450.00	\$31,260.91
King, Selena F	High School	HS Teacher	\$63,975.67	\$1,500.00	\$65,475.67
Kirouac, Sean	Middle School	MS Teacher	\$59,600.27	\$0.00	\$61,743.27
Kmieci, Ariana L	High School	HS Teacher	\$56,537.27	\$0.00	\$62,697.40
Kobold, Julie	High School	HS Teacher	\$72,513.81	\$0.00	\$75,938.81
Kocaba, Kathleen G	Wellfleet Elementary	Title I/Reading Specialist	\$14,811.32	\$0.00	\$15,846.00

<b>Employee</b>	<b>Home Dept/Location</b>	<b>Position</b>	<b>Salary</b>	<b>Longevity</b>	<b>All Other</b>
Koch, Michelle R	Middle School	MS Ed Assistant	\$30,691.39	\$450.00	\$31,887.39
Kopitsky, Kathleen G	Substitute	Substitute	\$0.00	\$0.00	\$880.00
Kremer, Ralf	Region Shared	Network Systems Administrator	\$75,818.80	\$0.00	\$76,318.80
Krenik, John	Middle School	MS Teacher	\$69,674.08	\$2,000.00	\$72,338.88
Krikorian, Kathleen	Middle School	MS SN Ed Assistant	\$32,532.04	\$450.00	\$33,368.04
LaBranche, Christine W	High School	HS SN Ed Assistant	\$21,632.83	\$0.00	\$31,692.83
LaBranche, Robert A	High School	HS Teacher	\$83,940.55	\$0.00	\$101,161.95
Lagasse, Erin	Orleans Elementary	Teacher	\$0.00	\$0.00	\$520.20
Lagasse, Karen M	High School	HS Teacher	\$87,253.06	\$1,500.00	\$94,564.20
Lane, Theresa L	Middle School	Ed Assistant	\$35,489.89	\$750.00	\$37,022.56
Langelier, Jaime L	High School	HS Nurse	\$24,911.49	\$0.00	\$36,448.43
Lavery, Brian D	Middle School	MS PE Teacher	\$80,117.65	\$0.00	\$91,091.78
Lavoine, Barbara A	Region Shared	Director of Technology	\$93,773.00	\$0.00	\$94,273.00
Leanues, Susan K	Substitute	Substitute	\$0.00	\$0.00	\$132.00
Leary, Geoffrey W	High School	Driver Ed Coord/Instructor	\$0.00	\$0.00	\$21,036.90
Leavitt, Gail M	Substitute	Substitute	\$0.00	\$0.00	\$80.00
Lebow, Elizabeth A	High School	HS Teacher	\$85,998.10	\$500.00	\$88,115.10
LedDuke, Dana B	Summer School	Summer School Teacher	\$3,703.70	\$0.00	\$3,703.70
Leduc, Diane J	Substitute	Substitute	\$0.00	\$0.00	\$480.00
Lee, Diane	Community Ed	Community Education	\$1,440.00	\$0.00	\$1,440.00
Lee-Desfano, Tracy L	High School	HS Teacher	\$74,231.99	\$0.00	\$75,051.25
Leighton, Ann C	Middle School	Spanish Teacher	\$55,738.27	\$0.00	\$57,766.27
Leighton, Lauren V	High School	HS LT Substitute	\$0.00	\$0.00	\$49,422.85
Levy, Eloise R	Middle School	MS Teacher	\$85,998.10	\$2,000.00	\$88,448.94
Lewis, Robert	High School	HS Facilities Manager	\$71,766.94	\$300.00	\$73,846.69
Lindahl, Paul	High School	HS Teacher	\$85,998.10	\$0.00	\$87,533.51
Linton, Robert L	Middle School	Middle School Club	\$0.00	\$0.00	\$652.00
Lombard, Martha M	Middle School	MS Teacher	\$44,678.29	\$0.00	\$44,711.96
Lum, Sally	High School	HS Teacher	\$77,000.49	\$0.00	\$77,000.49
Lyon, Tricia L	Middle School	MS Ed Assistant	\$0.00	\$0.00	\$2,506.16
MacDonald, Eduardo	High School	Asst Principal	\$114,431.25	\$1,622.00	\$118,270.25

<b>Employee</b>	<b>Home Dept/Location</b>	<b>Position</b>	<b>Salary</b>	<b>Longevity</b>	<b>All Other</b>
MacDonald, Kathleen Z	High School	HS Teacher	\$68,054.70	\$0.00	\$68,815.70
MacDonald, Kathryn	High School	HS Guidance Secretary	\$32,349.45	\$1,250.00	\$40,112.06
Mack, Kristina L	Middle School	MS SN Teacher	\$60,232.11	\$0.00	\$60,728.11
Mack, Martha D	Wellfleet Elementary	WES Guidance and Adj Counselor	\$0.00	\$0.00	\$3,459.66
Mackeil, Louis M	Community Ed	Community Education	\$960.00	\$0.00	\$960.00
MacLelland, Eloise G	Middle School	MS Teacher	\$85,998.10	\$0.00	\$85,998.10
Magher, Robert	Wellfleet Elementary	WES Ed Assistant	\$2,693.60	\$0.00	\$2,693.60
Maguire, Mary Ann	Region Shared	Food Services Bookkeeper	\$49,996.00	\$1,800.00	\$51,796.00
Malloy, Kate M	Middle School	MS Teacher	\$70,634.49	\$0.00	\$70,711.84
Manach, Emily R	Region Only	Educational Assistant	\$20,358.22	\$0.00	\$20,358.22
Manganaro, Salvatore J	Coach	Coach	\$0.00	\$0.00	\$4,953.00
Marcellino, Norma	Substitute	Substitute	\$0.00	\$0.00	\$4,352.06
Marchant, Patricia M	Eddy Elementary	Eddy Teacher	\$1,414.14	\$0.00	\$1,552.86
Margotta, Kathryn M	Region Working For a Town	Ed Assistant	\$28,727.81	\$1,000.00	\$30,176.47
Marino, Cathy	Region Working For a Town	Ed Assistant	\$12,636.83	\$0.00	\$17,515.47
Markovich, Paul	High School	Asst Principal	\$112,912.75	\$3,957.00	\$120,741.75
Marquit, Jayne H	High School	Ed Assistant	\$36,056.95	\$1,200.00	\$37,256.95
Martin, Amy L	High School	Office/Data Mgmt Secy	\$39,114.39	\$1,500.00	\$41,189.49
Martin-Langtry, Donna	Eastham	Speech/Language	\$1,919.19	\$0.00	\$2,248.65
Mathison, Mark W	High School	HS SN Teacher	\$83,940.55	\$2,500.00	\$89,649.55
Mattson, John K	High School	Teacher	\$57,307.86	\$0.00	\$62,267.86
Matulaitis, Susan	Stony Brook Elementary	SBES SN Ed Assistant	\$8,443.47	\$0.00	\$8,443.47
Maynard, Kenneth	High School	HS Teacher	\$0.00	\$0.00	\$11,816.06
McCarthy, John R	Coach	Coach	\$0.00	\$0.00	\$5,613.00
McCarthy, Kathleen C	Stony Brook Elementary	SBES Teacher	\$0.00	\$0.00	\$286.11
McCarthy, Tammy J	Middle School	MS Teacher	\$86,626.68	\$0.00	\$90,512.88
McConchie, Ann S	Middle School	MS Teacher	\$89,459.00	\$0.00	\$92,122.04
McConchie, Craig T	Coach	Fall Coach	\$0.00	\$0.00	\$2,577.00
McCormack, Mary M	Substitute	Substitute	\$0.00	\$0.00	\$300.00
McCully, John D	Coach	HS Coach	\$0.00	\$0.00	\$4,578.00
McCully, Kathleen F	High School	HS Teacher	\$85,608.79	\$1,500.00	\$96,365.79



<b>Employee</b>	<b>Home Dept/Location</b>	<b>Position</b>	<b>Salary</b>	<b>Longevity</b>	<b>All Other</b>
McDermott, Nancy H	Substitute	Substitute	\$0.00	\$0.00	\$3,040.00
McDonnell, Rose K	Substitute	Substitute	\$0.00	\$0.00	\$1,125.00
McGown, Jane	High School	HS Teacher	\$85,998.10	\$500.00	\$90,398.90
McGrath, Lori K	Region Working For a Town	Ed Assistant	\$6,759.90	\$0.00	\$6,759.90
McGrath, Scott	High School	HS PE Teacher	\$44,678.29	\$0.00	\$52,654.29
McKendree, Charles A	Region Revolving	Eddy Tutor	\$336.70	\$0.00	\$510.10
McMahon, Michele C	High School	HS Teacher	\$106,325.33	\$1,500.00	\$116,944.78
McNamara, Michael P	High School	HS Teacher	\$83,940.55	\$0.00	\$84,759.81
McVickar, Rebecca S	Substitute	Substitute	\$0.00	\$0.00	\$300.00
Menza, Breigh Ann	Eastham	EES Librarian Teacher	\$0.00	\$0.00	\$69.36
Meyer, Deborah A	Region Working For a Town	Teacher Title 1 and SBES	\$34,270.27	\$0.00	\$35,093.92
Michael, Patrice	Stony Brook Elementary	Teacher	\$14,816.19	\$0.00	\$14,816.19
Milan, Neal A	High School	HS Teacher	\$84,258.00	\$0.00	\$86,649.94
Miller Jr, Leo P	Wellfleet Elementary	Teacher	\$404.04	\$0.00	\$1,479.12
Miller, Brandon T	Substitute	Substitute	\$0.00	\$0.00	\$490.00
Miller, Sarah E	Region Shared	Secretary to the Asst Superintendent	\$53,275.13	\$0.00	\$53,275.13
Minkoff, Maxine	Middle School	MS Principal	\$124,087.75	\$0.00	\$125,909.35
Mitchell, Holley C	Region Working For a Town	Ed Assistant	\$241.98	\$0.00	\$241.98
Miville, Courtney	High School	Teacher	\$67,043.40	\$0.00	\$69,038.10
Mohan, Thomas	Orleans Elementary	OES SN Teacher	\$0.00	\$0.00	\$134.68
Moll, Gloria	Community Ed	Community Education	\$4,080.00	\$0.00	\$4,080.00
Moniz, Cynthia F	Middle School	Teacher	\$83,940.55	\$0.00	\$84,195.10
Montano, Dawn M	Region Working For a Town	Ed Assistant	\$26,701.84	\$450.00	\$27,892.50
Monteiro, Brian Michael	Middle School	Custodian NRMS	\$31,468.04	\$0.00	\$33,654.02
Montgomery, Amy D	Eddy Elementary	Eddy Teacher	\$0.00	\$0.00	\$242.76
Moore, Anne C	Eddy Elementary	Eddy Librarian	\$0.00	\$0.00	\$69.36
Moore, Michael G	Middle School	MS Teacher	\$89,121.66	\$2,000.00	\$91,243.04
Moran, Gisella M	Substitute	Substitute	\$0.00	\$0.00	\$264.00
Moronta, Anne T	Orleans Elementary	OES Teacher	\$4,237.33	\$0.00	\$4,237.33
Morris, Catherine E	Middle School	Ed Assistant	\$35,909.92	\$1,000.00	\$37,089.92
Mosso, Angela Mary	High School	HS Teacher	\$89,121.66	\$1,500.00	\$95,207.66

<b>Employee</b>	<b>Home Dept/Location</b>	<b>Position</b>	<b>Salary</b>	<b>Longevity</b>	<b>All Other</b>
Mountain, Mary Ellen	High School	Substitute	\$89,607.85	\$1,200.00	\$97,910.85
Mulholland, Sean J	High School	HS Teacher	\$79,305.00	\$0.00	\$83,361.00
Mullin, Paul F	Eddy Elementary	Eddy Teacher	\$0.00	\$0.00	\$15,470.00
Murray, Jessica Metters	Orleans Elementary	Teacher	\$0.00	\$0.00	\$431.12
Murray, Susan G	Region Shared	Dir of Food & Nutrition Services	\$71,080.75	\$0.00	\$71,580.75
Nabywaniec, Mary Jo	Substitute	Substitute	\$0.00	\$0.00	\$320.00
Narkon, Hannah	Region Only	EES Ed Assistant	\$6,253.01	\$0.00	\$6,253.01
Needel, Anne M	Middle School	MS Teacher	\$89,121.66	\$0.00	\$89,447.66
Nelson, Jr, Roger E	High School	HS Ed Assistant	\$37,223.17	\$750.00	\$38,376.48
Newmier, Wilhelmina	Community Ed	Asst Director Community Ed	\$9,454.48	\$0.00	\$9,454.48
Newton, Julie T	Eastham	Teacher	\$2,154.88	\$0.00	\$2,154.88
Nicholson, Dawn	Middle School	Ed Assistant	\$27,933.38	\$450.00	\$30,187.38
Nickerson, Linda	Middle School	MS Nurse	\$74,231.69	\$500.00	\$76,279.69
Nielsen, Lise Hembrough	High School	HS Teacher	\$85,998.10	\$2,500.00	\$95,085.10
Nobili, Moira B	Coach	Coach	\$0.00	\$0.00	\$7,498.00
Nolan, Ryan R	Coach	Coach	\$0.00	\$0.00	\$3,295.00
Noone, Traci M	Substitute	Substitute	\$0.00	\$0.00	\$15,038.13
Norregaard, Susan A	High School	High School Ed Assistant	\$28,690.13	\$0.00	\$28,710.13
Norton, Lisa M	Wellfleet Elementary	Tech Teacher WES	\$3,232.32	\$0.00	\$7,948.80
Norton, Timothy C	Coach	Coach	\$0.00	\$0.00	\$3,411.00
Novacon, Karen J	High School	HS Teacher	\$85,998.10	\$500.00	\$87,492.14
Nowack, James M	Region Shared	Accounting Manager	\$86,070.70	\$3,000.00	\$89,070.70
Noyes, Cary A	Region Working For a Town	Stony Title 1 Teacher	\$0.00	\$0.00	\$270.00
Noyes, Richard K	Community Ed	Community Education	\$3,120.00	\$0.00	\$3,120.00
O'Bara, James S	Middle School	MS Custodian	\$16,834.16	\$0.00	\$17,709.54
O'Bara, Susan C	Eastham	Teacher	\$0.00	\$0.00	\$473.40
Oberding, Robert A	Community Ed	Community Education	\$320.00	\$0.00	\$320.00
O'Brien, Mary Catherine	Middle School	Ed Assistant	\$30,690.91	\$450.00	\$31,260.91
O'Brien, Wende E	Eddy Elementary	Eddy Ed Assistant	\$0.00	\$0.00	\$540.00
O'Connell, Joanne T	Region Revolving	Speech/Language Preschool	\$40,360.94	\$0.00	\$43,454.34
O'Connell, Nancy	Region Only	WES Preschool Teacher	\$85,998.10	\$1,500.00	\$87,935.95

<b>Employee</b>	<b>Home Dept/Location</b>	<b>Position</b>	<b>Salary</b>	<b>Longevity</b>	<b>All Other</b>
O'Connor, Karen C	Eastham	Teacher	\$0.00	\$0.00	\$52.02
O'Connor, Yvonne M	Region Only	Pre-School Teacher	\$71,404.87	\$0.00	\$71,404.87
Ogden, Virginia R	High School	HS Teacher	\$75,570.20	\$2,000.00	\$79,187.20
O'Hara, Cristin E	Middle School	MS Teacher	\$79,006.01	\$0.00	\$79,318.13
Olson, Betsy	Wellfleet Elementary	WES SN Ed Assistant	\$1,020.00	\$0.00	\$1,020.00
Olson, Coreen M	Eastham	Teacher	\$0.00	\$0.00	\$3,849.31
O'Neil, Dawn J	Middle School	MS Teacher	\$89,121.66	\$500.00	\$89,621.66
Oriandella, Lisa E	High School	HS Teacher	\$64,955.52	\$0.00	\$64,955.52
Ould, Catherine P P	Substitute	Substitute	\$0.00	\$0.00	\$160.00
Pagano, Karen L	Substitute	Substitute	\$0.00	\$0.00	\$240.00
Page, Phillip	Middle School	Custodian	\$48,598.40	\$900.00	\$52,292.36
Paine, Jennifer E	Eastham	EES† Ed Assistant	\$3,074.02	\$0.00	\$3,074.02
Pane, Jared J	Coach	Coach	\$0.00	\$0.00	\$2,850.00
Pasarelli, Jill A	Substitute	Substitute	\$0.00	\$0.00	\$812.00
Paulus, Ann K	Middle School	MS Teacher	\$73,460.59	\$0.00	\$73,547.29
Pavlu, Edward J	Middle School	MS Teacher	\$88,823.10	\$0.00	\$88,823.10
Pavlu, Michele M	High School	HS Athletic Trainer	\$60,803.59	\$0.00	\$60,803.59
Peacock, Robert E	Substitute	Substitute	\$0.00	\$0.00	\$4,612.50
Peck, Susan	Middle School	Ed Assistant	\$30,690.91	\$450.00	\$31,360.91
Pelletier, Michelle R	Substitute	Substitute	\$0.00	\$0.00	\$75.00
Perewitz, Susan M	High School	HS Cafeteria	\$7,100.94	\$0.00	\$7,436.73
Perry, Vivian M	Middle School	Ed Assistant	\$35,422.55	\$450.00	\$35,912.55
Peters, Richard E	Middle School	MS Custodian	\$36,928.00	\$0.00	\$38,429.28
Peterson, Richard F	Middle School	MS Teacher	\$78,584.36	\$0.00	\$85,829.36
Pillsbury, Timothy	High School	Custodian	\$5,142.68	\$600.00	\$5,863.88
Pitta, Sean	Eddy Elementary	Brewster Custodian	\$6,573.50	\$0.00	\$6,573.50
Pollo, Ricardo R	High School	High School Teacher	\$59,600.27	\$0.00	\$66,814.27
Porteus, Nancy L	Wellfleet Elementary	Teacher	\$0.00	\$0.00	\$632.91
Porteus, Sarah E	Summer School	Summer School	\$1,666.00	\$0.00	\$1,945.00
Post, Kenneth C	Coach	Region Coach	\$0.00	\$0.00	\$1,425.00
Potts, David G	High School	HS Teacher	\$75,570.20	\$1,500.00	\$93,019.20

<b>Employee</b>	<b>Home Dept/Location</b>	<b>Position</b>	<b>Salary</b>	<b>Longevity</b>	<b>All Other</b>
Powers, Robert G	Substitute	Substitute	\$0.00	\$0.00	\$375.00
Prickett, Margaret H	Middle School	MS SN Ed Assistant	\$2,853.54	\$0.00	\$4,715.54
Princi, Area	Substitute	Substitute	\$0.00	\$0.00	\$658.50
Przygocki, Anne S	Eddy Elementary	Eddy Teacher	\$0.00	\$0.00	\$1,109.76
Quatrocelli, Susan M	Middle School	MS SN Psychologist	\$68,054.70	\$0.00	\$74,056.03
Quigley, John T	Coach	Coach	\$0.00	\$0.00	\$4,578.00
Quigley, Julie E	High School	HS Teacher	\$32,539.11	\$0.00	\$33,504.02
Quill, Joanne L	High School	HS Teacher	\$79,257.59	\$2,000.00	\$87,376.59
Raimo, Carey	Region Only	Occupational Therapist	\$76,475.71	\$0.00	\$77,223.10
Razinha, Jill	Region Only	Ed Assistant	\$15,819.62	\$450.00	\$16,580.78
Read, Lynn E	High School	Ed Assistant	\$35,909.92	\$750.00	\$36,739.92
Reddish, Karen A	Middle School	MS Teacher	\$89,121.66	\$500.00	\$94,599.62
Reed, Mary Ellen	Orleans Elementary	Nurse	\$0.00	\$0.00	\$4,586.00
Reeves, Jessica Jean	High School	Math Teacher	\$69,724.82	\$0.00	\$71,443.54
Regan, Michelle D	Region Working For a Town	Region OT	\$52,987.25	\$0.00	\$52,987.25
Reichers, Karen L	Eastham	Nurse	\$371.07	\$0.00	\$371.07
Rekas, Abigail P	Substitute	Substitute	\$0.00	\$0.00	\$1,487.00
Rice, Amanda L	Substitute	Substitute	\$3,703.70	\$0.00	\$4,199.70
Rice, Daria W	Region Only	Occupational Therapist	\$80,117.65	\$0.00	\$80,117.65
Richard, Paul	Middle School	MS Head Custodian	\$68,071.73	\$1,000.00	\$69,958.55
Richard, Rosana V	Substitute	Substitute	\$0.00	\$0.00	\$75.00
Richards, Sharon C	High School	HS Teacher	\$69,825.83	\$0.00	\$73,719.86
Richer, Peter A	Substitute	Substitute	\$0.00	\$0.00	\$150.00
Richer, Susan M	Orleans Elementary	Teacher	\$0.00	\$0.00	\$1,004.04
Ridgeway, Brenda A	Middle School	MS Teacher	\$87,691.68	\$1,500.00	\$91,799.68
Roberts, Amy Lynn	High School	Spanish Teacher	\$89,121.66	\$0.00	\$89,911.79
Roberts, Victor F	Substitute	Substitute	\$0.00	\$0.00	\$4,262.00
Robertson, Katherine P	Coach	Coach	\$0.00	\$0.00	\$1,817.50
Rodman, Mary Beth	Wellfleet Elementary	Wellfleet Principal	\$0.00	\$0.00	\$900.00
Rogers, Jennifer L	Stony Brook Elementary	Brewster Ed Assistant	\$0.00	\$0.00	\$34.00
Rogers, Marie A	Substitute	Substitute	\$0.00	\$0.00	\$906.00

<b>Employee</b>	<b>Home Dept/Location</b>	<b>Position</b>	<b>Salary</b>	<b>Longevity</b>	<b>All Other</b>
Rosato, Kayleen E	Orleans Elementary	Ed Assistant	\$799.00	\$0.00	\$799.00
Rosell, Dawn C	Community Ed	Community Education	\$960.00	\$0.00	\$960.00
Rotti, Marjorie H	Region Only	Secretary to Adult Ed Director	\$9,008.93	\$600.00	\$9,608.93
Rouillard, Nancy J	Region Only	Cafeteria	\$20,229.85	\$600.00	\$21,409.90
Roumbakis, Maria	Summer School	Summer School OT	\$2,137.50	\$0.00	\$2,137.50
Roy, Bonnie B	Eastham	Curr Coordinator	\$0.00	\$0.00	\$34.00
Roy, Katherine J	Stony Brook Elementary	SBES Teacher	\$0.00	\$0.00	\$702.27
Roy, Marie-France	Middle School	Middle School Teacher	\$63,594.59	\$0.00	\$63,594.59
Rubin, Carol A	Eddy Elementary	Eddy SN Teacher	\$4,309.76	\$0.00	\$4,377.10
Russo, Susan	High School	HS Cafeteria Worker	\$0.00	\$0.00	\$250.00
Ryan, Eileen G	Region Working For a Town	Ed Assistant	\$28,845.56	\$1,000.00	\$30,049.89
Ryan, Justine A	Region Working For a Town	SB Preschool Teacher	\$77,716.78	\$500.00	\$78,216.78
Salerno, Sherry L	Region Working For a Town	Ed Assistant - EES	\$4,379.02	\$0.00	\$4,466.70
Salmon, Donald D	High School	HS Custodian	\$16,770.00	\$0.00	\$18,094.41
Sanclemente, Valerie J	Substitute	Substitute	\$0.00	\$0.00	\$50.33
Sanders, Amy K	Orleans Elementary	Teacher	\$0.00	\$0.00	\$67.34
Schiffenhaus, Ann M	Coach	HS Coach	\$0.00	\$0.00	\$3,295.00
Schnitzer, Dawn N	Middle School	MS SN Teacher	\$83,329.27	\$0.00	\$83,329.27
Schwebach, Suzanne M	High School	Ed Assistant	\$29,127.63	\$1,000.00	\$30,127.63
Seidel, Marie A	Substitute	Substitute	\$0.00	\$0.00	\$90.00
Seiser, Beth A	High School	HS Ed Assistant	\$22,282.03	\$0.00	\$26,228.55
Seymour, Christine H	Eddy Elementary	Eddy Teacher	\$3,771.04	\$0.00	\$3,771.04
Shaw, Tamsyn	Eastham	Teacher	\$1,734.01	\$0.00	\$3,797.47
Sheehan, William P	Middle School	MS SN Teacher	\$89,121.66	\$0.00	\$92,017.28
Sheptyck, Lora E	High School	Secretary	\$39,298.50	\$1,800.00	\$41,880.30
Shuemaker, Jennifer G	Wellfleet Elementary	Teacher	\$1,077.44	\$0.00	\$3,123.56
Silberberg, David	Substitute	Substitute	\$0.00	\$0.00	\$2,270.00
Silva, Pamela	Middle School	MS Secretary to the Principal	\$54,352.00	\$0.00	\$55,262.69
Simms, John	Middle School	MS Teacher	\$57,307.86	\$0.00	\$57,654.66
Simpson, Christy L	Middle School	MS Teacher	\$45,734.01	\$0.00	\$48,048.61
Simpson, Courtney W	High School	HS Teacher	\$76,255.00	\$0.00	\$77,016.00

<b>Employee</b>	<b>Home Dept/Location</b>	<b>Position</b>	<b>Salary</b>	<b>Longevity</b>	<b>All Other</b>
Sims, Christin R	Eddy Elementary	Eddy Teacher	\$0.00	\$0.00	\$34.00
Smith, Audrey C	Middle School	MS Teacher	\$77,043.38	\$0.00	\$79,052.21
Smith, Bremner D	Substitute	Substitute	\$0.00	\$0.00	\$287.00
Smith, Dorothea A	High School	Guidance Counselor	\$87,545.67	\$500.00	\$102,005.48
Smith, Eileen A	Community Ed	Community Education	\$6,960.00	\$0.00	\$6,960.00
Smith, Elizabeth J	Substitute	Substitute	\$0.00	\$0.00	\$600.00
Smith, Gail M	Region Working For a Town	Ed Assistant	\$8,774.99	\$0.00	\$8,774.99
Smith, Jean R	Substitute	Substitute	\$0.00	\$0.00	\$160.00
Smith, Jocelyn A	Substitute	Substitute	\$0.00	\$0.00	\$1,875.00
Smith, Kirby J	Substitute	Substitute	\$0.00	\$0.00	\$140.00
Smith, Lorraine	Middle School	MS Speech Therapist	\$89,121.66	\$2,000.00	\$91,121.66
Smith, Noelle K	High School	Teacher	\$69,724.82	\$0.00	\$71,896.68
Smith, Odin K	Community Ed	Community Education	\$1,440.00	\$0.00	\$1,440.00
Smith, Sharon M	Region Revolving	Pre School Therapist	\$30,502.00	\$0.00	\$30,502.00
Smorol, Lynne M	Middle School	MS SN Ed Assistant	\$11,305.46	\$0.00	\$11,416.20
Snow, Kim F	High School	SN Ed Assistant	\$42,036.95	\$0.00	\$44,976.86
Souder, Nancy K	Eddy Elementary	Eddy Teacher	\$269.36	\$0.00	\$3,905.73
Sousa, Katie E	Middle School	MS SN Teacher	\$85,998.10	\$500.00	\$86,498.10
Souther, Deidre J	Region Working For a Town	Ed Assistant	\$23,579.51	\$0.00	\$23,579.51
Souza, Judith E	Region Only	Cafeteria	\$22,720.40	\$1,100.00	\$24,502.06
Souza, Lawrence F	High School	Teacher	\$54,013.26	\$0.00	\$54,013.26
Spampinato, Marcia W	High School	HS Principal's Secretary	\$38,970.33	\$500.00	\$45,171.93
Spencer, Susan J	High School	HS SN Ed Assistant	\$30,386.72	\$1,000.00	\$31,386.72
Sprague, Suzanne	Stony Brook Elementary	SBES Teacher	\$0.00	\$0.00	\$242.76
Springer, Soni R	Region Working For a Town	Tutor	\$2,121.21	\$0.00	\$7,828.32
Stark, Mary A	Middle School	MS Teacher	\$89,121.66	\$500.00	\$95,386.66
Staruk, Karen L	Orleans Elementary	Ed Assistant	\$4,040.40	\$0.00	\$4,040.40
Steber, Dawn K	Orleans Elementary	Teacher	\$0.00	\$0.00	\$69.36
Stevens, Heather L	High School	HS Teacher	\$85,998.10	\$0.00	\$92,457.10
Stevens, Joanna W	Region Revolving	Pre School Director	\$32,846.10	\$0.00	\$39,062.55
Stevenson, Anne C	Substitute	Substitute	\$0.00	\$0.00	\$320.00

Employee	Home Dept/Location	Position	Salary	Longevity	All Other
Stewart, Morgan M	Eastham	Teacher	\$0.00	\$0.00	\$268.77
Stewart, Sarah E	High School	HS Guidance Counselor	\$52,046.21	\$0.00	\$56,429.48
Stewart, Susan C	Middle School	MS Ed Assistant	\$42,839.24	\$1,000.00	\$43,839.24
Stratico, Catherine	Eddy Elementary	Eddy Teacher	\$0.00	\$0.00	\$1,057.74
Suhecki, Judy	Orleans Elementary	Teacher	\$0.00	\$0.00	\$346.12
Sullivan, Allan F	Coach	Coach	\$0.00	\$0.00	\$4,541.00
Sullivan, Linda Lee	Region Working For a Town	Eddy SN Ed Assistant	\$16,404.30	\$0.00	\$16,404.30
Sullivan, Valerie A	Substitute	Substitute	\$0.00	\$0.00	\$5,228.00
Sutton, Joan A	Substitute	Substitute	\$0.00	\$0.00	\$225.00
Sveden, Nancy F	Middle School	Ms SN Ed Assistant	\$37,916.47	\$450.00	\$38,723.49
Swenton, Gail P	Region Only	Speech Therapist Summer School	\$4,865.32	\$0.00	\$4,865.32
Swiniarski, Stephen J	High School	HS Teacher	\$75,570.20	\$2,000.00	\$81,006.20
Sylvester, Kathleen J	Community Ed	Community Education	\$2,520.00	\$0.00	\$2,520.00
Szczepanek, Lawrence W	Middle School	Ed Assistant	\$6,583.67	\$0.00	\$6,583.67
Szuks, Mary M	Substitute	Substitute	\$0.00	\$0.00	\$62.00
Tang, Wai Sing T	High School	HS Teacher	\$38,468.01	\$0.00	\$40,546.68
Taylor, Brian J	Middle School	LT Substitute	\$0.00	\$0.00	\$3,155.87
Taylor, Brittany A	Substitute	Substitute	\$0.00	\$0.00	\$90.00
Tefft, Ann M	Region Shared	Administrative Asst to Superintendent	\$71,711.48	\$2,000.00	\$77,019.39
Teixeira, Heath G	Coach	HS Coach	\$0.00	\$0.00	\$5,363.00
Thackeray, Megan	Middle School	Ed Assistant	\$35,909.92	\$1,000.00	\$36,909.92
Thatcher, Kimberly A	Middle School	MS SN Ed Assistant	\$36,030.46	\$450.00	\$41,918.46
Thompson, Karl E	Substitute	Substitute	\$0.00	\$0.00	\$1,650.00
Thompson, Vicki	Substitute	Substitute	\$0.00	\$0.00	\$2,462.00
Thomson, Jacqueline A	Middle School	Middle School Teacher	\$45,452.71	\$0.00	\$45,452.71
Tiernan, Kathleen	Substitute	Substitute	\$0.00	\$0.00	\$80.00
Tierney, Cheryl A	Region Working For a Town	Region Sub Caller	\$0.00	\$0.00	\$1,641.38
Timmons, Mae A	High School	HS Speech Therapist	\$89,607.85	\$100.00	\$93,988.85
Tobler, Teal A	High School	HS SN Teacher	\$46,377.95	\$0.00	\$51,357.34
Torres, Rafael R	Eddy Elementary	Eddy Teacher	\$0.00	\$0.00	\$901.68
Tringale, Kathleen A	High School	HS Teacher	\$89,121.66	\$500.00	\$99,426.80

Employee	Home Dept/Location	Position	Salary	Longevity	All Other
Trovato, Kelsey C	Substitute	Substitute	\$0.00	\$0.00	\$1,464.00
Trusel, Alexis E	Eddy Elementary	Eddy SN Teacher	\$0.00	\$0.00	\$67.34
Tupper, Katherine	High School	HS SN Secretary	\$39,298.50	\$1,000.00	\$40,994.85
Tupper, Stephanie J	High School	HS Teacher	\$34,099.77	\$0.00	\$35,197.02
Updegraff, Judith	Orleans Elementary	Teacher	\$0.00	\$0.00	\$684.93
Valdes, Margaret	Middle School	School Psychologist	\$12,323.99	\$0.00	\$13,801.83
Van Ness, Chelsea J	Stony Brook Elementary	Teacher	\$0.00	\$0.00	\$606.90
Van Tassel, Kristin E	High School	HS Teacher	\$35,119.23	\$750.00	\$53,640.70
Van Winkle, Stephanie Gomes	High School	HS Guidance Counselor	\$48,985.71	\$0.00	\$54,317.01
Vandersall, Amy B	High School	HS Teacher	\$79,305.00	\$0.00	\$79,363.26
Vartebedian, Vanessa L	Summer School	Summer School	\$0.00	\$0.00	\$1,768.68
Venditti, Giovanna B	Region Shared	Dir of Finance & Operations	\$124,439.50	\$0.00	\$124,939.50
Vining, Kerri L	Middle School	SN Teacher	\$75,570.20	\$0.00	\$75,570.20
Viprino, Kristine	Eddy Elementary	Eddy Teacher	\$0.00	\$0.00	\$138.72
Von Hausen, Estefania G	Middle School	MS Teacher	\$35,087.22	\$0.00	\$35,087.22
Wade, Kevin L	Substitute	Substitute	\$0.00	\$0.00	\$434.00
Waldron, Nancy	Orleans Elementary	Teacher	\$1,481.48	\$0.00	\$3,024.06
Waldron, Shannon K	Substitute	Substitute	\$2,062.29	\$0.00	\$15,211.15
Walker, Robin V	High School	HS Teacher	\$17,824.50	\$0.00	\$23,172.59
Walker, Samantha N	Eddy Elementary	Eddy Teacher	\$0.00	\$0.00	\$360.72
Wall, Lauren J	High School	Ed Assistant	\$29,127.63	\$1,000.00	\$30,531.63
Wallace, Marjorie A	Region Working For a Town	WES Teacher	\$10,201.56	\$0.00	\$10,589.79
Wallen, Susan A	Region Shared	Payroll and Benefits Coord	\$59,894.40	\$0.00	\$59,894.40
Walsh, Lynn	Orleans Elementary	Ed Assistant	\$6,029.33	\$0.00	\$6,639.56
Walters, Davis	Coach	MS Coach	\$0.00	\$0.00	\$2,577.00
Walther, Anne M	Substitute	Substitute	\$2,350.00	\$0.00	\$2,725.00
Walther, Kristen L	Substitute	Substitute	\$0.00	\$0.00	\$80.00
Walther, Wendy T	Substitute	Substitute	\$0.00	\$0.00	\$2,320.00
Ward, Priscilla M	High School	HS Teacher	\$83,940.55	\$0.00	\$84,701.55
Warren, Patricia A	Middle School	MS SN Teacher	\$83,329.27	\$0.00	\$88,729.64
Watson, Faye A	Substitute	Substitute	\$2,103.38	\$0.00	\$3,653.38



<b>Employee</b>	<b>Home Dept/Location</b>	<b>Position</b>	<b>Salary</b>	<b>Longevity</b>	<b>All Other</b>
Watson, Jennifer	Wellfleet Elementary	Speech Lang. Pathologist	\$48,312.79	\$0.00	\$49,212.79
Weigand, Geoffrey P	Substitute	Substitute	\$0.00	\$0.00	\$924.00
Weller, Sara J	Substitute	Substitute	\$0.00	\$0.00	\$712.50
Wentz, Charles R	Community Ed	Community Education	\$720.00	\$0.00	\$720.00
White, Brian M	High School	Guidance Counselor	\$89,121.66	\$0.00	\$94,539.54
White, Gregory R	High School	HS Teacher	\$83,940.55	\$0.00	\$84,010.55
Wilding, Donald A	Community Ed	Community Education	\$100.00	\$0.00	\$100.00
Wiley, Kerry	Middle School	MS SN Ed Assistant	\$35,121.52	\$1,200.00	\$36,921.52
Wilkerson, Kelly M	Middle School	MS SN Teacher	\$81,867.98	\$0.00	\$83,383.13
Wilkinson, Robert H	Middle School	Access Teacher and Coach	\$951.18	\$0.00	\$25,070.59
Williams, Shelby E	Middle School	Guid Coun/ Soc Work	\$80,122.24	\$0.00	\$82,881.24
Wilson, Alana G	Region Working For a Town	WES SN Teacher	\$20,204.60	\$0.00	\$20,204.60
Wissmann, Lianna K	Orleans Elementary	SN Ed Assistant	\$0.00	\$0.00	\$1,029.50
Worth, Maurice	Substitute	Substitute	\$0.00	\$0.00	\$5,040.00
Wright, Laura C	Orleans Elementary	OES Teacher	\$0.00	\$0.00	\$103.36
Wright, Philip	High School	HS Teacher	\$83,940.55	\$500.00	\$84,440.55
Yarletts, Mackenzie L.	Region Shared	Computer Technician	\$36,000.12	\$0.00	\$36,250.12
Young, Antoinette E	Stony Brook Elementary	Brewster Teacher	\$0.00	\$0.00	\$450.84
Young, Barbara J	Region Shared	Clerical Secretary	\$14,637.79	\$600.00	\$15,237.79
Youngman, Lori M	Orleans Elementary	OES SN Teacher	\$0.00	\$0.00	\$884.34
Yuen, Kara W	Orleans Elementary	OES Librarian	\$0.00	\$0.00	\$86.70
<b>TOTAL NAUSET REGION</b>			<b>\$18,195,292.87</b>	<b>\$141,729.00</b>	<b>\$19,623,749.55</b>




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J & R Graphics, Inc.  
155 Webster St., Unit L, Hanover, MA 02339-1229  
781-871-7577 • Fax 781-871-7586